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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent M.Bagwell Date Sept. 15, 1944
Plant Involved American Phenolic Corp

Name, title, address and department of persons interviewed

Mr. Louis Rossi, Shop Chairman, 5846 W. Warwick St., Chicago, Ill.

F. M. Darling, Bus. Agt., I.B.E.W.#1031, 2800 W. Belmont Ave., Chicago, Ill.

Mrs. Ethel Duffey, Steward, 5602 Wellington Ave., " "

Miss Irene Green, Steward, c/o I.B.E.W.#1031, " "

" Mary Brunsoli, " " " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I. B. E. W. Affiliation A. F. of L.
2. Local No. 1031 Address 2800 W. Belmont Ave., Chicago, Ill.
3. How long local organized? Three Years
4. Type of worker: (1) productive # ; (2) clerical ____ ; (3) maintenance #
5. How long women members? Three years
6. President's name and address, if not listed above

   R. E. Seip, 2800 Belmont Ave.

7. Plants organized by local union:

Names	(Approximate Figures) All plant employees		Union members	
	Men	Women	Men	Women
American Phenolic Corp.	600	1400	600	1400
Fourteen other plants)				
included in this Lodge)	1650	5350	1650	5350
TOTAL	2250	6750	2250	6750

8. Union cost to worker:

	Men	Women
a. Initiation fees	1.50	1.50
b. Duos (specify period covered)	1.25 per mo.	1.25 per mo
c. Fines (" what for)	None	None
d. Other	"	"

9. Women's local union activities:

a. Union committees on which women serve:

None

Mr. Darling said that in the I. B. E. W. the Business Agents "run the union".

b. List other committees:

None

c. Local union offices held by women:

Women are delegates to the Chicago Federation of Labor.

(Mary Bruscoli said that men were better in meeting with management than women. Irene Greene felt that the fact that there were no women officers was due to the fact that so few women were interested)

d. Attendance at union meetings:

Attendance quite good. Men attend better. Attendance at shop meetings better and attendance better if issue of importance to be discussed.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Darling & Rossi - None.
Stewards inform members about Union affairs in plant.

Mary Bruscoli: - Union newspaper is of much interest to women. Also have a social club for members.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Attitude of Rossi very good. Said that women will have full protection. He said "We have had M & F classifications but are going to eliminate this in the new contract".

(Bruscoli said the Union officials had a very good attitude that they really tried to protect the interests of all members alike on seniority).

b. Equal pay

Mr. Darling - Stated that they tried to maintain the rate of the job for women, otherwise, the companies would hire women and men would not have jobs.

(Bruscoli, Green, Duffey said there had been no cut in rates allowed where women replaced men).

1. Name of plant American Phenolic Corp.

2. Address 1830 S. 54th St., Cicero, Ill.

3. Product Bakelite products - electrical sockets, connectors for Army and Navy.

4. How long since union had contract in this plant: Three years

5. Payment of dues: checkoff # Steward ___ Other (specify) ___

6. How long women in this plant members of union: Three years

7. Were women employed on production in this plant in normal times: Yes

8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes # No ___

No. men 15 No. women 60

b. Labor-management committees: Yes ___ No #

(Union opposes L.M.Committees. In other plants company saw that their "stooges" got elected and then they take up problems that should go through grievance procedure.)

No. men ___ No. women ___

c. Shop steward: No. men 3 No. women 7

d. Grievance committees: No. men ___ No. women ___

Grievances handled by Bargaining Committee.

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women

c. Other union committees in plant; their functions; and state if women are members:

None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Darling and Bruscoli - Said that the Union had maintained the rate of the job for women who replaced men.

b. Training and upgrading opportunities:

Darling - Said that women were upgraded by seniority same as men.

Bruscoli - stated that women had same opportunity to be upgraded as men. If Company claims that a woman can't do a job which she is in line for the Union demands that she be allowed a trial period.

c. Seniority rights:

Darling and Rossi - Said that seniority rights are same for men and women. Women interviewed said same.

d. Special activities in regard to community services:

Union cooperates on Red Cross and Community Fund drives in plant.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Bruscoli - Was very enthusiastic about Union and what it had done to gain equal seniority and wage increases, for women. She said the Union had put them on an equal basis with men. She mentioned also that the Union had obtained a schedule for rest periods and that now the rest rooms were not so crowded as when all went at one time.

Irene Green - Stated that Union had done so much for them and she thought the other women couldgive one night to attending meetings.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes _____ No #

b. Men's jobs on which women are employed? *Yes # No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No_____

*Some few jobs are men's jobs because they are too heavy for women.

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes #____ No_____

b. By bargaining? Yes_____ No_____

Is no problem as company can judge very well as to what women can do.

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Women interviewed did not think that they were held on jobs with lower rates. They can be upgraded to any job if they have seniority and qualify.

Mr. Darling said that they had had M. & F. job classifications but that the company had agreed that if women did the same work they would pay the same rate as to men. In Final Inspection there is a 10¢ differential but this is being eliminated in the new contract.

5. Seniority:

a. Are seniority lists maintained:
(1) by department _____ If so, by sex Yes____ No____
(2) plant wide # If so, by sex* Yes # No____
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary and/or regular workers_____ If so, by sex Yes___ No___

If by sex, explain:

*Company wants to hold to M. & F. classifications but UNION insists on rate of job.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes_____ No #
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
d. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

a. Length of lunch period: Men 30 Min. Women 30 Min.
b. Paid for: Men No Women No
c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy:

b. Discharge: No

c. Leave of absence Yes
(1) If yes, what is time limit? 90 days - renewable up to one year. Can cover
(2) Are seniority rights retained? Yes # No maternity cases.
(3) With pay? Yes (specify length) No No

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #

b. Piece None

2. Are any occupations and rates specifically listed by male and female:

(In present contract - Eliminated in new contract just negotiated) Yes # No

3. If so, in how many such listed occupations are rates:

a. Same for male and female
On all jobs where women replace men except Final Inspection*
b. Lower for female Majority of women work on jobs that pay less than men's jobs. z
c. Higher for female None reported

*Differential being eliminated.
zM & F classifications were based on suitability of job.

E. Contract: (Productive workers) No copy of present contract available. Mr. Darling has promised to mail copy of new contract just negotiated.

1. General Information:

a. Source of contract information:

(1) Interview with M. J. Darling, Louis Rossi
(2) Verified by reference to contract No
(3) Contract attached to schedule No

b. Date contract expires NR

c. Kind of contract: (Check)

(1) Closed shop or union shop #
(2) Maintenance of membership
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No
(1) If not, rates: Men Women

b. Automatic progression policy: Yes # No
(1) If such policy, same for women as for men: Yes # No
If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #
(2) By equal pay clause: Yes No #
(3) By rate of job regardless of sex: Yes No #
(M & F classifications in present contract)

d. Does contract openly discriminate against women: Yes # No
If so, explain:

M & F job classifications with differential on some jobs. These being eliminated in new contract.

e. Mention of women in contract? Yes # No Explain:

Job and Rate Sheet - M & F classifications

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department _____ If so, by sex Yes____ No____
(2) plant wide # If so, by sex Yes____ No #
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No__

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men Yes Women Yes

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ *No #
(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: NR Yes_____ No_____
If yes, state provisions.

*Mr. Darling stated that in negotiating for new contract this was asked but the Company refused. Then he showed them the WB recomendation (in Suggested Contract Standards leaflet) and that the request was agreed to without further discussion.

F. War Labor Board Case

1. Title of case _____ Regional number _____

2. Status of case:

a. Pending before: Regional Board _____, National Board _____

b. Settled by: Regional Board (date)_____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute _____

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Rulings:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

Pages missing in original

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent M,Bagwell Date 7/1/'44
Plant involved Allen-Bradley Co.

Name, title, address of persons interviewed Mr. Herman Kuehne, President, 233 W. Greenfield Ave., Milwaukee, 4, Wis.
Miss Shirley Mislove, Business Manager, " " " " " "
Miss Dorothy Srok, Committeeman, 1549A S. 20th. St., " " "
Miss Ruth Tolliffe, Welding Dept., 3126 W. Madison St., " " "
Miss Evelyn Strazewski, Inspection Dept., 2244 S. 21st. St., " " "
" Esther Rejman, " , 2550 S. 15th. St., " " "
" Adeline Berendt, Assembly Dept., 3234 S. 15th. Place, " " "
Mr. Earl Hammal, Recording Secretary, Painting Dept., 233 W.Greenfield Ave., " " "
Mr. Adam Pierce, Secretary, Treasurer, " " " " "

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.E.R.M.W.A. Affiliation C.I.O.
2. Local No. 1111 Address 233 W. Greenfield Ave., Milwaukee, 4, Wis.
3. How long local organized? Since 1937
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? Since 1937
6. President's name and address, if not listed above

7. Plants organized by local union:

Names	(Approximate Figures) All plant employees Men	Women	Union members Men	Women
Allen-Bradley Co.	700	700	630	530

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered) per mo.	$1.00	$1.00
c. Fines (" what for)	None	None
d. Other	"	"

9. Women's local union activities:

a. Union committees on which women serve:	No. Women
Political Action -	2
Entertainment	3
Education	8

b. List other committees:
Building Fund

c. Local union offices held by women:	No. Women
Trustees (Members of Executive Board)	2
Division Chairmen	3
Business Manager	1

d. Attendance at union meetings:
All women interviewed said that the women attended the meetings as well as the men. In 4 of the 5 departments represented by the women interviewed it was reported that the women attended very well. In 1 Smalley department they said they had not been able to get the girls interested.
In this plant many of the women are young and have no home ties so they are free to come to meetings.

10. Union program for increasing women's participation in union activities: (Give source of comments.)
Mislove- Reported that activities were planned to interest the young girls. A club has been organized with a program including collecting cigarettes for service men, writing letters to service men, opening a canteen for use of members of Coast Guard station which is near, entertainment groups for Veteran's Hospital and informally have discussed legislative problems and consumers' problems.
One girl is to be sent to workers school this summer.
Women participate in getting out union paper (See copy attached)
Woman member sent as delegate to Chicago Conference of American-Polish Trade Union Council, May, 1944.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:
Mr. Kuehne indicated that they would give all the protection possible to the women. Of course service men have to be taken care of and according to present seniority plan women would be likely to be pushed back on women's jobs but not likely to be out of plant as they were in plant before war, and the addition to the plant, already started, will increase the number of employees by about 600, mostly women. He said that if they succeeded in getting the jobs reclassified they would not be set up by sex and there would be no separate seniority for women. He said that they were now working on the reclassification with the company.

b. Equal pay
Mr. Kuehne said that they had had to fight the company on the question of equal pay for women. He said that the union had asked for equal pay and the W.L.B. had ordered it but the company appealed the case so they are still working with a differential on men's jobs on which women work and where the work is the same performed.
Mislove- Said that the union leaders had a very fine attitude toward the women and were ready to fight for equal pay for them (Continued on back of this page)

Continued from Page 2.

11.

Hammel said that the women on men's jobs did the same work as men and of course, should have same pay.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Allen-Bradley Co.
2. Address 136 W. Greenfield Ave., Milwaukee, 4, Wis.
3. Product Industrial switches and controls. Since war on radio & radar switches and controls
4. How long since union had contract in this plant: Since 1937
5. Payment of dues: Checkoff ____ Steward # Other (specify) ____
6. How long women in this plant members of union: Since 1937
7. Were women employed on production in this plant in normal times: Yes
8. Women's union activities in this plant:
   a. Negotiating Com. / Contract or bargaining committees: Yes # No ____
      No. men 5 No. women 0
      Executive Board Members Men 10 Women 4
   b. Labor management committees: Yes ____ No #
      No. men ____ No. women ____
      Company refused to form one
   c. Shop steward: No. men 20 No. women 20
   d. Division Committeemen: No. Men ____ No. Women 3
      Handle grievances in division
   d. Grievance committees: No. men ____ No. women ____ /In Division
      No regular Grievance Committee ~~Negotiating Committee handles when not settled~~
      If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Union has fought very hard to get wage increases and asked for equal pay but so far has not been able to eliminate differential. -Kuehne & Mislove
All but one of the girls interviewed said they were doing the same work that men did and for less pay. They do not blame the union but said that the "fellows had fought for them".

Tolliffee, Strazewski & Rejman gave the impression that the interest of the women and their activity was due to the good attitude of the union leaders and to the fact that that had secured wage increases, fairer treatment- that the "fellows had come in a fought for them" on their grievances and the fact that they had "learned things through the union".

b. Training and upgrading opportunities:

No special training program except in machine shop where 12 apprentices are allowed.

All persons interviewed reported that women are held back more than men. This is not due to the union but to the company's unwillingness to advance the women.

Mislove- Stated that they were trying to get seniority provisions which would allow the women to bid on jobs by seniority the same as the men.

c. Seniority rights:
Mislove- Originally women's jobs were so classified on a basis of difference in work performed but now about half of women in plant are on men's jobs and doing same work. Union is trying to get jobs reclassified and elimination of separate seniority.
All of the girls interviewed said that they felt that they would have jobs after the war but that, of course, some would want to quit. They did not understand the seniority question too well.

d. Special activities in regard to community services:

None reported.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See p. 2)

b. Equal pay

(See p. 2)

c. Other

Mislove- Said that the leaders in the union had been interested in getting the women to be more active. One girl is to be sent by the Local to a workers' school this summer.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Berendt said that the union had got increases in wages.
Strazewski said that the union was wonderful- that it had secured fairer treatment, wage increases, etc.
Rejman said that the majority of women in the plant knew that the union was responsible for the fact that their wages had been increased; that the union handled their grievances; that they could now talk things over and she said, "we learn new things through the union".

Mislove- said that the union was trying to get the girls interested by meeting some of their needs, starting with the things they were interested in.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed? Yes # No_____

c. Are inexperienced men and women generally started on same job?
Yes # No_____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Mislove- Said that about half of the women are on men's jobs. The women's jobs were so classified and lower rates set on a basis of difference in work but most of the women on men's jobs do the same work and the women are kept at the women's rate when they go on the men's jobs. The union leaders have not been prejudiced against the women.

Berendt, Toliffe & Srok siad that the differentaial on the men's jobs was not due to suitability of job or lack of experience- just that the company would not give them the men's rate.

5. Seniority:

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide # If so, by sex Yes # No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

Women have separate seniority. This, if not changed, may mean that women would return to women's jobs after war / that is, if enough service men return to fill men's jobs.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No_____
(2) lay-off Yes_____ No #) Have had none
(3) rehiring Yes_____ No #)

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd # (About 50)

b. Does placement depend on seniority: Yes # No_____
Explain:
New workers hired in to fill vacancies but older workers given preference as far as possible.

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women Yes
b. If so, are they paid for: Men - Women Yes
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 48"
   b. Paid for: Men No Women NO
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence On request
      (1) If yes, what is time limit? Not definite
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) # Group incentive
   b. Piece None

2. Are any occupations and rates specifically listed by male and female:
   Yes # No _____

3. If so, in how many such listed occupations are rates:
   a. Same for male and female None
   b. Lower for female All jobs women are on
   c. Higher for female None

E. Contract: (Productive workers)

When 1943 catract was apporved by W.L.B. the company appealed the pat of the directive applying to wages and the wage section is still pending. 1944 contract is being negotiated.

1. General Information:

a. Source of contract information:

(1) Interview with Mr. Kuehne & Miss Mislove

(2) Verified by reference to contract

(3) Contract attached to schedule

b. Date contract expires Contract expired May1, 1943 and agreement signed to extend. New contract being negotiated. Any new agreements to be retroactive to May 1,1943.

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership

(3) Other Exclusive Bargaining Agent

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No #

(1) If not, rates: Men 56¢ (50¢ + 6¢ bonus) Women 46¢ (40¢ + 6¢ bonus)

b. Automatic progression policy: Yes # No_____

(1) If such policy, same for women as for men: Yes # No_____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes_____ No #

(2) By equal pay clause: Yes_____ No #

(3) By rate of job regardless of sex: Yes_____ No #

d. Does contract openly discriminate against women: Yes # No_____

If so, explain:

Provides for separate seniority for men and women and provision for lower starting rates for women.

e. Mention of women in contract: Yes # No_____ Explain:

(See d - above)

3 Seniority:

a. Are seniority lists maintained:

(1) by department _____ If so, by sex Yes _____ No _____
(2) plant wide # If so, by sex Yes # No _____
(3) occupation _____ If so, by sex Yes _____ No _____
(4) temporary and/or regular workers _____ If so, by sex Yes _____ No _____

If by sex, explain:

Separate seniority lists maintained for women. Question of what would happen to the women on men's jobs in the past war period is not cleared up. (See comments)

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes _____ No #
(2) lay-off Yes _____ No #
(3) rehiring Yes _____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision _____
(2) Length of lunch period: Men 30 Min. Women 48 Min.
(3) Paid for: Men No Women No

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No _____

(1) Maximum length Decided upon request
(2) Length of service necessary to get maximum _____

d. Does contract provide for paid vacations: Yes # No _____
If yes, state provisions.

For one year's service entitled to 1 week with pay
" three year's service entitled to 2 weeks with pay

F. War Labor Board Case

111 2288D

1. Title of case Allen Bradley Co. & U.E.R.M.W.A., Local 1111 C.U.O. Regional number ____

2. Status of case:

a. Pending before: Regional Board _____, National Board #____

b. Settled by: Regional Board (date) May 16,1944, National Board (date) ____

Regional Board issued Directive Order May 16, 1944
(See Union leaflet attached)
On June 30,1944, letter from Regional Board received by Local stating that file was being transferred to N.W.L.B. for action on company's petition for review)

3. Type of case: Voluntary _____ Dispute #____

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of contract. Wage question in dispute.
Union asked for equal pay; job evaluation and classification; that day workers share in incentive plan, etc. (See copy of Directive Order on union leaflet attached)

5. W.L.B. Ruling:

Regional Board approved contract but wage section was appealed by company and is still not settled. Regional Board ordered minimum starting rates of 55¢ for women and 65¢ for men (common labor); that company pay women the wage rates paid to men for comparable quality and quantity of work on similar operations.
(See Directive Order on Union leaflet attached)

Company filed petition for review. Labor members of W. L. B. dissented to denial of Union's request in regard to
(1) Job evaluation & classification
(2) Quarterly discussions on "
(3) Notification of classification

Company's petition for review was denied by Regional Board and transferred file to N. W. L. B.

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

7

COMMENTS:

Seniority:-

Mr. Kuehne said that the Union request for job classification (by rate of job and not by sex) would make it possible to do away with the separate seniority lists.

The fact that the company is expanding and expects to continue to produce on a larger scale in the post-war period gives the women a feeling of security on their jobs.

Attitude of Men Toward Women.

Hammel: - Said that the men had not resented the women coming in on men's jobs.

WAR LABOR BOARD
DIRECTIVE ORDER

Issued by Local 1111, United Electrical, Radio & Machine Workers of America, CIO
233 W. Greenfield

UNITED STATES OF AMERICA
BEFORE THE NATIONAL WAR LABOR BOARD
REGION VI

In the matter of:

May 16, 1944

ALLEN-BRADLEY COMPANY
(Milwaukee, Wisconsin)
and
UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL NO. 1111, CIO

Case No. 111-2288-D

DIRECTIVE ORDER

I. The Regional War Labor Board for the Sixth Region, acting as the duly authorized agent of the National War Labor Board in the exercise of the powers vested in it by Executive Order No. 9017 of January 12, 1942, the Executive Orders, Directives and Regulations issued under the Act of Congress of October 3, 1942, and by the War Labor Disputes Act of June 25, 1943, hereby decides the dispute between the parties: denies the Union's requests with regard to (1) job evaluation and classification, (2) quarterly classification discussions, (3) notification of classifications (4) day workers' incentive plan; and orders that the following terms and conditions of employment shall govern the relations between the parties:

1. Retroactive to May 1, 1943, a general increase of four cents (4¢) per hour. The general increase shall be added after the bonus computations have been made on the rates as they existed prior to the increase.

2. Any employee who has either quit or been discharged between the retroactive date established by this Directive Order and the date of this Order shall receive the amount of the increase for his classification up to the date on which his employment with the Company terminated. The Company and the Union shall promptly send a joint letter to each such employee at his last known address advising him of his rights under this provision. The employee must mail his written application for retroactive pay to the Company within sixty days after the date of mailing of the joint letter. The Company may voluntarily make the payment in any case even though the sixty days have elapsed. The Company shall be obligated to make the payment if good cause is shown for the application being delayed beyond the sixty days. Failure to make the payment where good cause for the delay is alleged may be taken up by the Union as a grievance. The sixty-day limitation shall not apply to employees who have become members of the Armed Forces of the United States, either before, or within sixty days after, the mailing of the joint letter.

3. The minimum starting rate for male common labor shall be sixty-five cents (65¢) per hour with increases of five cents (5¢) at the end of thirty (30) days of employment and five cents (5¢) additional at the end of ninety (90) days' employment.

4. The minimum starting rate for female day workers shall be fifty-five cents (55¢) an hour, which shall include the six cents (6) guaranteed bonus, with increases of five cents (5¢) at the end of thirty (30) days of employment, and five cents (5¢) additional at the end of ninety (90) days' employment.

5. The present method of computation for female and male incentive workers shall be maintained with the following qualifications:

A. That the four-cent (4¢) general increase recommended herein shall be added after the bonus computations have been made.

B. Average hourly earnings of female incentive workers in each incentive group shall be maintained at not more than ten cents (10¢) less than the average hourly earnings of male incentive workers in the respective group.

(More)

C. In no event shall the average hourly earnings of female incentive workers within a work-week fall below that of the minimum rate set for female day rate workers.

D. In no event shall the average hourly earnings of male incentive workers within a work-week fall below that of the minimum rate set for male common labor.

E. The minimum rate referred to in Paragraphs C and D shall include whatever progression increases to which such incentive workers may be entitled hereunder.

6. The parties shall negotiate for the purpose of eliminating any intraplant inequities. In the event no agreement has been consummated within sixty (60) days after the date of the issuance of this Directive Order, then, within ten (1) days thereafter, the matter shall be submitted to an arbitrator mutually agreed upon by the parties. If an arbitrator is not mutually agreed upon by the parties, then the Regional War Labor Board will select an arbitrator upon the written request of either party, the expense of said arbitrator to be borne equally by the parties.

7. The Company shall pay to women the wage rates paid to men for comparable quality and quantity of work on the same or similar operations in the same plant, in accordance with General Order No. 16 of the National War Labor Board and the Interpretations thereof. Any dispute arising from the application thereof shall be made subject to the grievance and arbitration procedure of the present contract.

8. The Company shall furnish to the Union a list of all and each job description, together with the minimum and maximum rates for each job description. The Company shall notify the Union of any changes in rates for any job description and the rates set for any new job description that may be established.

II. The foregoing terms and conditions shall be incorporated in a signed agreement reciting the intention of the parties to have their relations governed thereby, as ordered by the National War Labor Board.

III. This Order shall stand confirmed as the Order of the National War Labor Board, and, unless otherwise directed by the National War Labor Board, shall take effect fifteen days from the date hereof unless in the meantime a petition for review is filed with the National War Labor Board in which event this Order shall be suspended until disposition of the petition for review, unless the National War Labor Board otherwise directs, or has otherwise directed, or the parties otherwise agree.

IV. Nothing in this Order is intended to prevent the parties from agreeing upon the date when the Order or any part thereof shall take effect (subject only to the provisions of paragraph V); and in the event a petition is filed with the National War Labor Board seeking review of portions of this Order, either party may request the National War Labor Board to make the remaining portions of the Order immediately effective.

V. If a timely application for price relief has been filed with the Office of Price Administration, as required by Executive Orders No. 9250 and 9328, as supplemented by the Directive of May 12, 1943, paragraphs 1, 2, 3, 4, and 7 of this Order shall in any event become effective only upon determination by the OPA that the wage increases ordered in those paragraphs will not require any change in price ceilings or, if no such determination is made, then upon approval by the Director of Economic Stabilization. The parties will be promptly notified of such action.

FOR THE PUBLIC	FOR INDUSTRY	FOR LABOR
		(Dissenting to denial of Union's requests with regard to (1) job evaluation and classification, (2) quarterly classification discussions, and (3) notification of classifications)
s/ Edgar L. Warren	s/ L. E. Roark	s/ Samuel C. Evett
s/ Dale Yoder	s/ J. B. Beardslee	s/ Stanley T. Joers

(More)

MEMBERS OF UE LOCAL 1111 WIN FIRST STEP IN COMPANY'S APPEAL
OF WAR LABOR BOARD DIRECTIVE!!

Following is a letter received from the 6th Regional War Labor Board, denying the Company's petition for Reconsideration of the Directive Order:

"NATIONAL WAR LABOR BOARD
332 South Michigan Avenue
Chicago 4, Illinois
Region VI

June 30, 1944

"Mr. Leo Mann, Attorney
John Mariner Building
411 East Mason Street
Milwaukee, Wisconsin

Mr. Herman Kuehne, President
UER&MWA, CIO, Local 1111
233 West Greenfield Avenue
Milwaukee 4, Wisconsin

Re: Allen-Bradley Company &
United Electrical, Radio & Machine
Workers of America, Local 1111, CIO
Case No. 111-2288-D

"Gentlemen:

"Reference is made to the petition of the Company in the above entitled case for reconsideration and review of the Directive Order dated May 16, 1944. This matter was placed before the Post Directive Division and referred by it to the full Regional Board.

"I am authorized to advise you on behalf of the Sixth Regional War Labor Board as follows:

// 1. That the petition for reconsideration is hereby denied;

2. That the orginal decision, to the effect that the 8% bonus was not a general increase to be offset against the maladjustment allowance, is reaffirmed;

3. That the Panel recommendation as to rates for boys is approved; this action to be embodied in a modified Directive Order;

4. That paragraph 5-B of the Directive Order, relating to female incentive earning, is reaffirmed as written;

5. That May 1, 1943 is the effective date for the new minimum starting rates established in paragraphs 3 and 4 of the Directive Order since the Board originally approved the Panel recommendation that all wage increases be retroactive to May 1, 1943 except those relating to equal pay for equal work;

// 6. That the prime file is being transmitted to the National War Labor Board in Washington for action upon the Company's petition for review.

"Thank you very much for your kind cooperation.

Very truly yours,

/s/ Samuel Edes
Director of Disputes
Region VI"

This means that the Regional War Labor Board has reaffirmed its Directive Order and, in fact, has strengthened it through clarification.

The Appeal will now go before the National Board where the whole case will be reviewed.

The correctness of the action UE Local 1111 has taken has resulted in this first victory. We believe we can go on to further gains.

We urge all employees of Allen-Bradley to further show their solidarity by making A-B 100% UE.

JOIN THE UNION TODAY ! ! !

NEWS OF UE LOCAL 1111

Vol. 1, No. 1 May 26, 1944

OUR UNION PAPER



This is the first issue of your Union paper ! We are not going to say, "We hope you like it." Because if you do not like it,you--the members of the Union are responsible for it, and you can change it so you will like it. We hope that each and everyone of you will write what you think of the paper and what you think can be done to improve it.

Do you like the articles? Did we choose subjects in which you are interested? If not, tell us what you want us to write about. Better still --write it! Do you like the pictures --we know there aren't enough - but we have been able to get only one artist so far. How about digging up some more? We know there are several of you who used to draw mustaches on pretty girls -- how about using that talent for your paper?

The paper is so new it still does not have a name. We don't believe the name used is good, nor does it represent all that we want this paper to be. Therefore, we are asking you the members of the Union -- to name the paper.

The Executive Board is offering a prize of $5.00 to the person choosing the winning name. Any member of the Union may submit as many names as he wants. Please have all names in by June 15. Give your entry to any member of the Executive Board of Local 1111.

###



POLITICAL ACTION

Many people have been confused by the term "Political Action". Most of us think of politics and working with politics as being part of the machine and being paid to vote, and a lot of other practices which have been associated with politics.

But political action as practiced by the Union does not mean that. According to the UE Guide to Political Action:

"Politics is the science of making democracy work." And when the members of a union engage in political action, they are engaged in helping to make democracy work.

By political action, we mean a lot of things. We mean that those people who are in favor of winning the war will all get together and elect officials who will work with the President to win the war.

We mean that the people will keep track of the records of their Congressmen; will write letters to these Congressmen asking them to support issues which will aid in winning the war -- which will help the most people. They will write letters to the Congressmen telling them when they approve of certain actions and also bawling the Congressman out when he votes wrong.

Despite the poll tax which exists in 8 southern states -- a number of southern reactionaries have been defeated through united political action in the past few weeks.

Pepper of Florida and Hill of Alabama were renominated for the Senate despite the attacks against them and the President because the working people of the two states united behind these two people.

Starnes of Alabama was defeated on account of his bad record. As a result, Dies of Texas has decided that he is too "ill" to run again.

We advise every member of the Union to read the UE Guide to Political

(See page 3 - column 2)

REPORT ON NATIONAL UNITY CONFERENCE

By: Virginia Brzezinski
Earl Hammel

An Emergency Conference on American Unity was called by the Wisconsin State Conference on Social Legislation at the Wisconsin Hotel on May 4. The principal speaker at the Conference was Abner Green, Secretary, American Committee for the Protection of Foreign Born, New York. Representatives of different national groups also spoke.

"The United States could not fight the present war without the support of her racial, religious and national minority groups, which together constitute a majority of the nation--more than 65,000,000 persons," declared Mr. Green. He continued, "The desire to deprive some of our citizens of their rights--economic, civic or political--has the same basic motivation as actuates the fascist mind when it seeks to dominate whole people and whole nations, said Vice-President Wallace."

Mr. Green deplored the fact that no foreign-born group in Milwaukee had spoken out against the recent flare-up of racial discrimination in the 16th Ward; that is, the attempted eviction of a Negro family from their home.

Mr. Fred Brots, Secretary of the Wisconsin Federation of German-American Societies pointed out that his organization realizes the need for real American unity, necessary for us to prosecute the war to our fullest extent. The members of his organization understand what liberty and justice for all means. He went on, "Did they not migrate to this country seeking these things, and now they have found them they are certainly willing to fight for them. They also know and see through fascist propaganda as intended to disunite foreign - born groups."

Mr. H. Seidelman, President of the American Jewish Congress, spoke on racial and group discrimination. He pointed out that anti-Catholicism is being disseminated along with anti-Somitism, especially in communities where Jews, Negroes or Catholics may be the minority group.

A continuations committee was elected at the Conference to work out the decisions of the Conference and to investigate attempts at disruption of our National Unity.

###

REPORT ON COUNCIL OF AMERICAN-POLISH UNIONISTS

By: Virginia Brzezinski

(Ed. Note--Virginia Brzezinski was a delegate to the Chicago conference of the American-Polish Trade Union Council, held Sunday, May 21, from the Milwaukee County Industrial Union Council.)

The American-Polish Labor Council held its 2nd Victory Conference in the Amalgamated Clothing Workers Building in Chicago on May 21.

The speakers included John Bernard of the Chicago UE staff, a native of Corsica and ex-Congressman from Minnesota, who spoke glowingly of the immigrants who came from Europe to work in the iron ore fields of Minnesota. He went on to tell of how he helped organize them into unions. In closing, Bernard said, "Do not let your ranks be divided. Send to Washington men who will work with the President and will win for you victory."

John Zeremba, President of the American-Polish Labor Council in Detroit, made an appeal to all assembled at the Conference to go back to their various Unions and through the Locals, urge people to register and vote in the coming elections.

The President of the American Slav Congress, Leo Krzyczki, warned the American people of Polish extraction that they must be on guard to protect themselves against the dangers of nationalism. He also pointed out that our future welfare and security depends more upon laws made in Washington by the "right" people rather than upon strikes.

The purpose of the Conference was to get American Poles together and to seek the cooperation of all Polish people, in the United States as well as abroad. It is hoped to bring the message of the Conference to these people through speeches, radio programs and periodicals.

The Council passed a resolution to endorse President Roosevelt for a 4th term and Henry Wallace for Vice-President.

###

REMEMBER WHEN - - -

The members in the Hand Screw Machine Department had to stand at the machines to eat their lunches because we weren't allowed to sit down?

###

NEWS FOR AND FROM OUR SERVICEMEN

UE Local 1111, at the present time is negotiating its 1944 contract. In that contract, we hope to make special provision for the rights of servicemen who will be returning to Allen-Bradley.

Among other things, we have discussed with management the possibility of top seniority for servicemen who are disabled so that they will be guaranteed jobs. It has also been proposed that some money be made available to the returning servicemen because that will be the time when it will be needed.

As you know, all employees who have left Allen-Bradley are assured of their jobs when they return.

Local 1111 has been very active in trying to get an adequate Federal ballot bill passed. This was defeated in Congress. However, the membership of the Union is determined that every possible person from Wisconsin who is in the armed services shall be able to vote in the coming elections.

The Local Union is registering for ballots all the servicemen and women whose addresses they can get. The names of these people will be turned over to the proper Election Officials who in turn will send the men and women ballots for both the primary and the regular elections.

* **

The following letter was received from Local 1111 member Arthur Draeving, who is stationed in England:

April 22 - 44
England

Dear Sirs:

Received your letter of March 28 and was delighted to hear from you again. I am glad to hear of the services you are doing, and you have my thanks; keep up the good work.

I have no questions to ask of you now, but if one should come up, I'll remember you.

If you will but keep me somewhat informed of your major actions, I'll be more than grateful.

Best of luck, Sincerely

/s/ Arthur W. Draeving.

###

POLITICAL ACTION

(Cont. from page 1, col. 1)

Action. It is interesting and of real value to every person who wants to win the war.

The books are on sale at the Union office at 35¢ to Union members; 50¢ to non-union people. Each Steward and Division Chairman has a copy. If you want to, you may borrow the book from either.

If you haven't received a copy of "The People Can Win in 1944", there are extra copies at the Union office. We also have more Draft Roosevelt cards.

###



REPORT OF POLITICAL ACTION MEETING OF COUNTY CIO

By: Harold Killey

A meeting was called by the Milwaukee County Political Action Committee on Sunday, May 21 at Federal Post Hall. Approximately 30 representatives of 13 locals were present.

Finances and workers for political action were the most important topics of discussion. The meeting was led by Hy Cohen, Chairman of the County PAC. Meyer Adelman, Secretary-Treasurer of the County Council spoke in praise of the work of the Committee and pointed out that there was a lot more work to be done.

4th Term draft cards were distributed, as well as registration blanks for servicemen and posters.

###

REPORT OF BARGAINING AND NEGOTIATING COMMITTEE

By: Adam Pierce

At present the negotiations on our 1944 contract are at a standstill due to the Directive Order on our 1943 contract.

An Agreement has been signed by the Company and the Union that the 1943 contract will remain in effect until the 1944 contract has been signed. Included in this Agreement is the wage re-opener clause negotiated in 1943, stating "that if the 'Little Steel' formula is changed, affecting the industry, we can reopen wage negotiations any time throughout the year."

Vacations and the Christmas bonus will continue in effect as they were in 1943, unless changed in the 1944 contract.

A complete report will be made in the next issue of the Shop Paper.

###



SHIRLEY'S CORNER

Sitting in my corner of the office I sometimes get a chance to think. Not too often, because there is a lot of work to be done in the office. That is one of the things I think about - the amount of work to be done. So I decided to ask for some help. And this is perhaps the best way to ask for it. I'm calling all people with at least one hour a week to spare to come to the Union office, anytime, day or evening. I don't need only typists - but anyone who is able to spare some time.....

I like the way the SOS girls are coming out to meetings and making some swell plans for future activity. They really are enthusiastic and are doing a splendid job of organizing, as well as planning activities. See the article about their club written by Florence Michaels, who is Chairman...

(Cont. in Col. 2)

PROBLEMS OF A STEWARD

By: Dorothy Srok

Since I accepted the job as Steward of Department X-R, I've had some very interesting experiences in organizing

One thing I learned was the great necessity for organizational work throughout the plant. At various times I've been approached by employees asking what the Union stands for and what it does for the employees of Allen-Bradley.

After explaining the organization and what it has already accomplished, and what further gains can be made if we all get in and pull together, I find it is not so hard to get these people to join UE Local 1111.

I found it very simple to get new members by merely explaining the War Labor Board Directive Order, and what grievances have been solved to the benefit of the employees. I also find that most employees are not fully informed on our vacation set- up overtime pay for over 8 hours a day or 40 hours a week, and other problems.

In explaining these things and in most cases proving them, I have been helped by the other Union members in the department, and through their assistance am well on the way to organizing the whole department.

I am fully aware that at times I am not able to answer each and every question, but I will make it my duty to get the correct information and pass it on to you.

As your Steward, I'm at your service at any time. You can identify me by my STEWARD button.

###

(cont. from col. 1)

I must clean up my desk - I always have an awful time trying to find anything on it -- and when I compare it with Adam's I'm really ashamed of myself.....Am I really that untidy?..

The registrations for votes for servicemen are coming in sort of slow I ought to speak to the stewards about checking up on them.....

Having just read the book about the National Maritime Union (called "The NMU -- What It Is and What It Does"), I want to tell everyone that an awful lot about organization can be learned from it. It was written by Leo Huberman, who writes in an easy to understand manner. It can be borrowed from the office.....

(Cont. on page 6, col. 2)

SOS CLUB OF UE LOCAL 1111

By: Florence Michaels

A group of girls of UE Local 1111 have organized a Club known as the SOS Club (Sweethearts of Servicemen) Meetings will be held every Thursday evening from 7:00 p.m. to 10:00 p.m. at the Union headquarters -- 233 West Greenfield.

Officers are Florence Michaels, Chairman, and Esther Rejman, Secretary.

The activities of the S O S Club will be many. To mention a few, there will be letters written to members of our Union in the armed services. The letters will carry information concerning matters of importance done by the Local, as well as newsy bits about events taking place in the shop. We hope these letters will cheer the boys on to Victory. We want to raise money to send the boys the Servicemen's Edition of the CIO News. We feel that our boys should know the facts concerning conditions, actions and results of major and minor matters of importance so they may be able to understand what is being done in their behalf by their brothers and sisters on the Home front; and that they may be able, upon their return home, to step right up and "take over" with complete knowledge of what has been going on in their absence.

A revue has been planned by the SOS Club. Singers, dancers, etc., will be recruited to form an entertainment unit which will be sent to cheer the men at Soldier's Home. We will also collect books and magazines to be sent to Soldiers' Home.

We are planning to remodel the Union headquarters into a Clubhouse. After this has been done we intend to open a weekly canteen for servicemen. The girls will provide refreshments. There will be room for the boys to come in and read, listen to the radio or talk, as they wish.

The above-mentioned plans are but a few of the things we hope to do. With the help and cooperation of all the girls of Local 1111, we will be successful.

###





S O S GIRLS GIVE MILITARY BALL

By: Ruth Tolliffe

On Saturday, May 20, the SOS girls held their first dance at the Auditorium, Engelmann Hall. Girls from Allis-Chalmers, Local 248, and Allen-Bradley, Local 1111, jointly arranged to entertain over 200 servicemen from 8:00 p.m. to 12:00 midnight.

The Local 1111 Committee consists of more than 15 girls, who helped arrange the dance and plan enter tainment for the evening of fun. The entertainment consisted of community singing, tap dancing, and a jitterbug contest, which turned out to be the highlight of the evening.

The tap dancers, Eleanore Markow and Florence Look, made a stunning pair in their satin red, white and blue costumes. They were accompanied on the piano by Ellen Schneider.

The girls found out that sailors really could jive when it came to the jitterbug contest. The prizes were a corsage for the girl and $5 to the serviceman. A girl from Local 248 and her partner, a sailor, were the winners.

Our thanks to Shirley Mislove for the time she devoted to helping the SOS girls organize their first dance which turned out a sucess - both as to fun and financially. (Our share of the profits was $11.30.) We also want to thank Gertrude Fengler for the poster she made, urgining service men to register to vote.

###

NEWS OF UE LOCAL 1111

Issued by Local 1111,
United Electrical, Radio &
Machine Workers of America,
C I O.

233 West Greenfield Avenue
Milwaukee 4, Wisconsin

Mitchell 2769

Officers:

Herman Kuehne, President
Peter Zinsmeister, Vice-President
Adam Pierce, Secretary-Treasurer
Earl Hammel, Secretary
Shirley Mislove, Business Manager

Executive Board Members:

Dorothy Srok ✓
Arthur Weber –
Jeanette Downerich /
John Lipinski –
Ralph Scholten –
Mary Sijan ✓
Fred Wegner –
Joe Hoppa –
Eilif Johnson –
William Adkins –
Albert Rowe –
Tony Calabresa –
Eleanore Hafemann ✓
Lou Kaupert –

(Cont. from page 4)

I got a letter from Pat Carey, Chief Steward of the Hanley-Paige Air Craft Factory in London, England, who wants me to extend his best fraternal greetings to all UE workers.....Here they are, folks!.....

Another thing, Stewards, where are your Record of Registration sheets?.. Only a few departments have turned them in. I wonder if that means that all the rest of the Union members are registered to vote?.....

I think the membership will enjoy working with Phil Smith, the new UE organizer. He looks and talks as though he knows his stuff. I think he will be as popular as "Jake".....

I wonder if any of the Local members have written to Jake. His last letter sounded sort of lonesome..... If you want his address, you can get it from the office.

I wish that I came under the contract. The women are going to get some nice raises, and good back pay..

I've just reread the President 's message to Congress. It's wonderful! The Economic Bill of Rights is the best statement I know of what we are fighting for.....

In deciding to fix up the headquarters, the SOS girls are looking for a piano. I hope they can locate one that isn't in too bad condition..

Don't Let This Happen To You





A trip to the International Convention of the United Electrical, Radio & Machine Workers of America, to be held in New York City, beginning September 24, will be the prize for the girl elected the V Girl of Local 1111.

The V Girl of Local 1111 is to be the most representative Victory Girl in the Local Union, judging on the basis of her production for the war effort, her activity in the union and her activity to help win the war.

A committee was appointed by the Executive Board to run the contest, consisting of the following members of the Union: Frank Calabresa, Frank Hanley, Edmund Lemke, John Lipinski, Albert Rowe and Shirley Mislove.

Any girl who is a member of the Union in good standing (dues paid up to date) may run in the contest. The following rules have been set up by the Committee:

(See next column)

Each contestant is to be nominated by at least 20 members of the Union in good standing. (Nomination papers are attached.) For each signature on the nomination papers, the contestant will receive 5 votes. Any person who on the basis of war or union activity receives votes, as outlined below, may turn the votes in for any contestant.

Ballot boxes will be set up in the Union office, 233 W. Greenfield, for each contestant. The hours for casting votes will be announced later. All ballots will be distributed through the Union office.

Save this sheet as it gives you the values of the activities in terms of votes. The vote values will not be changed during the course of the contest, although when new activities come up, vote values will be announced for them.

Vote values of the different activities are as follows:

TYPE OF ACTIVITY	NO. VOTES
WAR ACTIVITIES:	
Blood Donation	50
War Bond Purchases (1 vote for every $1; i.e., $25 bond purchased will give	25
Red Cross Activity - Bandaging, Nurses' Aide, Canteen	25
UNION ACTIVITIES:	
Recruiting New Union Member	100
New Union Member	10
ATTENDANCE AT MEETINGS:	
Membership	5
Committee	10
Stewards	10
POLITICAL ACTION:	
Contribution to Political Action Fund	25
Attendance at Ward Council Meetings	25
Writing to Congressman or President	25
Sending telegram to Congressman or President	50
SERVICEMEN OR WOMEN:	
Writing letter to Member in Service	15
SALE OF TICKETS:	
Seller of each ticket	5
Buyer of each ticket	5
Division Chairman whose Division is 100% in good standing at end of contest	1000
Division Chairman whose Division has made 100% contribution to Political Action Fund at end of contest	500
One Hour's Work at the Union Office	25

NOMINATION PAPERS FOR V GIRL CONTEST

We, the undersigned, members of Local 1111, United Electrical, Radio & Machine Workers of America, CIO, in good standing, do hereby nominate

_____

(Name) (Department)

for the Victory Girl of Local 1111.

NAME	DEPT.	BOOK NO.

101

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date 6/29/'44
Plant involved Fulton Co.

Name, title, address of persons interviewed Agreement Attached

Mr. Robert Schmidt, President, 2339 S. 98th. St., Milwaukee, 14, Wis.

Mrs. Ruby Smith, Guide, Executive Board Member, Assembly Dept., 2705 S. 45th. St., West Milwaukee, 14. Wis.

Mrs. Mae Dutton, Chairman Board of Trustees, Executive Board Member, Assembly Dept., 2149 S. 78th. St., West Allis, Wis.

Mrs. Clara Knocke, Steward, [redacted] Assembly Dept., 1702 S. 59th. St., West Allis, Wis.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I.U.A.A.A.I.W.A. Affiliation C.I.O.
2. Local No. 335 Address 2339 S. 98th. St., Milwaukee, 14, Wis.
3. How long local organized? Since 1934
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? Since 1934
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
Fulton Co.	30	50	30	50

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered) per month	$1.00	$1.00
c. Fines (" what for) -Men & Women- 50¢ fine for not attending meeting of Local.		
d. Other	None	None

9. Women's local union activities:

a. Union committees on which women serve:

	Men	Women
Political Action	3	1
Excuse	3	0
Blood Donor	3	0

b. List other committees:

None

c. Local union offices held by women:

Giude
Chairman of Board of Trustees

d. Attendance at union meetings:

Fine is imposed for non-attendance so attendance is quite good. Mrs. Dutton says, however, that most of women attend because of the fine and are not so interested.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Mrs. Dutton said that they had tried movies but that it ~~xixxmxx~~ was not very helpful in increasing the interest of the women.

Mr. Schmidt said that they had had some educational features in the union meetings.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Schmidt- This is no question as women were employed in the plant before the war. One woman is in machine shop now and several others work on machines occasionally when needed. Mr. Schmidt said that he had made it clear that no women were to be employed on machines after the war. He said that they did not want any women on machines. He also said that there would be no married women hired after the war, excepting in special cases of need. The reason for this is that there won't be enough jobs and the men should be employed.in most cases.

b. Equal pay

Schmidt- The men want the women to have the rate of the job. The company tries to pay them less. International Representative, Walter Cappel, was called in on case of women doing arc welding this week. The company put 2 women on the job and fixed the base rate at 72¢. Men who had been on these jobs had had base rates of 90¢ (They did other work also.) The company finally agreed to 85¢ for both men and women.

Women who work on machines have base rate of 54¢ and men 72¢ to 79¢ but women do type of work which is lighter.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Fulton Co.

2. Address 2912 S. 82nd. St., ~~Milwaukee~~ West Allis, Wis.

3. Product Aircraft parts. (Peace time product- auto accessories)

4. How long since union had contract in this plant: 1934

5. Payment of dues: Checkoff ____ Steward ____ Other (specify) Pay Financial Secy. Pay at meetings or at plant.

6. How long women in this plant members of union: Since 1934

7. Were women employed on production in this plant in normal times: Yes

8. Women's union activities in this plant:
a./ Executive Board acts as Contract or bargaining committees: Yes ____ No ____
No. men 7 No. women 2

b. Labor management committees: Yes # No ____
No. men # 2 No. women 2

c. Shop steward: No. men 1 (Chief Steward) No. women 2

d. Grievance committees: No. men ____ No. women ____
No separate committee . Executive Board handles grievances.
If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Assembly	0	43				
Machine Shop	8	1				
Plating						
Polishing	N.R.	0	1	2		
Painting						
Inspection	2	7				

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Mrs. Smith said that women had not thought of equal pay so much as they did not do the same jobs as men. Only 1 woman ~~xxx~~ is in machine shop. Now 2 have been put on arc welding and the case has been taken up with company for securing the same rate. (See p. 2- 11-b)

Mrs. Dutton said that when the women went into machine shop to work they did only the lighter type of work.

b. Training and upgrading opportunities:

No training for upgrading. Women not upgraded.

c. Seniority rights:

Seniority is by departments- so separate for men and women and as Mr. Schmidt stated that the men did not want women on machines the union is not likely to change to one seniority list. Of course, the number of jobs involved would be few; however, those few would be better paying at the present rates.

d. Special activities in regard to community services:

None. Union is small and does not have the problems that larger ones have. Mrs. Knocke reported that there was a child care problem and 2 women had quit work because they had no one to care for children. No report on anything done along this line.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:
(See p. 2)

b. Equal pay
(See p. 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Mrs. Dutton- Thinks union has done a good job.
Mrs. Knocke- Women give credit to the union for getting wage increases, fairer treatment and collective bargaining. They all believe in the union.
Mrs. Smith said that women all believed in the union.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed? Yes # No_____
Only a few

c. Are inexperienced men and women generally started on same job?
Yes_____ No #

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No_____

b. By bargaining? Yes #____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Women interviewed said that they had not considered this the case as women are on the majority of jobs that can be performed by women.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes # No
(2) plant wide If so, by sex Yes No
(3) occupation If so, by sex Yes No
(4) temporary and/or regular workers If so, by sex Yes No

If by sex, explain:

All of women, except three, are on Assembly jobs and they have seniority in this department.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes No #
(2) lay-off Yes No #
(3) rehiring Yes No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 3

a. Check shifts on which women are employed: 1st # 2nd 3rd

b. Does placement depend on seniority: Yes No
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men 10" Women 10"
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men Women
(2) By deduction for amount of time involved: Men Women

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: No
   c. Leave of absence 60 - 90 days
      (1) If yes, what is time limit? _____
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) # - Base rates plus incentive
   b. Piece _____

2. Are any occupations and rates specifically listed by male and female:
   Yes # No _____

3. If so, in how many such listed occupations are rates:
   a. Same for male and female Now the same rates on arc welding- There are only 2 jobs. Women replaced men.
   b. Lower for female On one regular and several temporary jobs (done occasionally) in machine shop women's base rate is lower than men's.*
   c. Higher for female None

*In this case the work is not the same in that men do heavy as well as light work while women do only light work.
On Assembly jobs women get base rates of 49¢ for light work and 54¢ for more skilled work. No men on Assembly work.
Arc,welding- base rate 85¢ for men and women but no men on job now.
Machines- Women's base rates- Riveters-54¢; Punch Press- 54¢ to 61¢; Tapping-61¢
" - Men's base rates- 79¢ (When men are put on light punch press work it is same as that done by women)
****
A few post war jobs are being run and the base rates set are 74¢ for men and 59 for women but no women are on these jobs.

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mr. Robert Schmidt.

(2) Verified by reference to contract #

(3) Contract attached to schedule #

b. Date contract expires 3/31/'44- automatic renewal unless either party gives notice of desire to change.

c. Kind of contract: (Check)

(1) Closed shop

(2) Maintenance of membership

(3) Other Sole Bargaining Agent

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #

(1) If not, rates: Men 4¢ p.h. less than base rate --- Women 5¢ p.h. less than base rate ---
(Contract - Exhibit "A" section 2.)

b. Automatic progression policy: Yes _____ No #

(1) If such policy, same for women as for men: Yes _____ No _____

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No #

(2) By equal pay clause: Yes _____ No #

(3) By rate of job regardless of sex: Yes _____ No #

d. Does contract openly discriminate against women: Yes # No _____

If so, explain:

In provision for rates for new employees. (Contract- Exhibit "A", p.1, Section 2)

e. No Mention of women in contract: Yes # No _____ Explain:

Provision for rates for new employees. (Contract- Exhibit "A", p. 1)

3 Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes ____ No #
(2) plant wide ____ If so, by sex Yes ____ No ____
(3) occupation ____ If so, by sex Yes ____ No ____
(4) temporary and/or regular workers ____ If so, by sex Yes ____ No ____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ____ No #
(2) lay-off Yes ____ No #
(3) rehiring Yes ____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men ____ Women ____
(3) Paid for: Men ____ Women ____

c. Does contract provide leave of absence for illness or other similar good cause: Yes ____ No #

(1) Maximum length ____
(2) Length of service necessary to get maximum ____

d. Does contract provide for paid vacations: Yes # No ____
If yes, state provisions.
All emlpoyees on payroll as of 1/1/'43 and who have at least nine months of service in the preceding year receive:
1-3 years service--------- 3 working days with pay
3-5 " " 5 " " " "
1 additional day for each additional year's service-- maximum of 10 days.

F. War Labor Board Case — Have never had a W.L.B. case. Company will always settle as they do not want to go to W.L.B. with anything.

1. Title of case _____ Regional number _____

2. Status of case:

   a. Pending before: Regional Board _____, National Board _____

   b. Settled by: Regional Board (date) _____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute _____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

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1. Comments
2. Agreement
3. Newspaper clipping - "Battery Plant Offers Women Easy Work, Easily Learned"
4. Leaflet - "Keep them Smiling!"

102

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date 6/16/'44

Plant involved Allis Chalmers Mfg. Co.

Agreement Attached

Name, title, address of persons interviewed

Mr. Harold Christoffel, Chairman of Bargaining Committee, 8110 W. Greenfield Av., West Allis, Wis.

Miss Esther Handler, Director of Activities, " " " " " " "
Mr. Robert Buse, President, " " " " " " "

Miss Eunice Dricken, Union Member, 7-1 Navy Shop (puts hoods on transformers), 6102 W. Park Hill Ave., Milwaukee, 13, Wis.

Mr. Stanley Kroade, Committeeman, 7-1 Navy Dept., 1965 S. 80th. St., West Allis, Wis.

Miss Frances Struck, Executive Board Member, 546 N. 15th. St., Milwaukee, Wis.

Mrs. Mary Mynor, Committeeman, Tank & Plate Dept., 1322 N. 9th. St., Milwaukee, Wis.

Mrs. Clara Loeffler, Blading Dept., Set Up Woman, 2918 S. Mabbett Ave., Milwaukee, Wis.

Continued on Back of Page 1.

(over)

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I.U.A.A.A.I.W.A. Affiliation C.I.O.
2. Local No. 248 Address 8110 W. Greenfield Av., West Allis, Wis.
3. How long local organized? Since 1937
4. Type of worker: (1) productive #; (2) clerical ; (3) maintenance #
5. How long women members? Since 1937
6. President's name and address, if not listed above
7. Plants organized by local union: (Approximate figures)

Names	All plant employees		Union members	
	Men	Women	Men	Women
Allis Chalmers Mfg. Co.	13000	3000	12000	2600

8. Union cost to worker:

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	None	None
d. Other	"	"

9. Women's local union activities:

a. Union committees on which women serve:

Political Action Committee (Has deputies in plant, 1 for each steward, though not all places filled)

Deputies---------Men- 100; Women- 10

b. List other committees:

None ~~reported by Mrs. Christoffel or Miss Handler~~

c. Local union offices held by women:

Trustee
Guide

d. Attendance at union meetings:

Do not attend as well as men. Attend department meetings better. Department meetings are held to discuss shop problems.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Have called special meetings to discuss women's problems in shop.

A club has been organized to promote work for service men. The club members are all girls.

Activities program includes parties, dances, picnics, etc. A part of the new union hall is to be furnished and used as a service men's lounge.

Mrs. Denny, Committeeman, reported that she had made special effort to smooth the way for a group of Negro women who were the first Negroes to come to work in her department. The white women resented them and

(Continued on back of this page)

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Mr. Christoffel said that if women have seniority enough they will remain in plant. Service men returning will push some women out but they do have equal seniority rights with men.

Dricken- The reason men don't encourage the women to participate more is that they "are afraid that the women will get the upper hand".

& Mynor- Stated that Struck- some girls say they will quit after the war. They themselves think union officials will make every effort to protect women's jobs.

b. Equal pay

Mr. Christoffel said that women should have equal pay with men. However, he said thatthe women's day rates were 82.6% of the men's rates. this by W.L.B. order. [redacted]. The union asked for equal pay when women first put on men's jobs but so far have not succeeded in eliminating differential.

Handler- Said that the union committee had a fine attitude and had fought the company on the issue of equal pay. She said she sat in on a meeting with the Industrial Relations Rate Review Board (management) one day this week and the whole issue was equal pay.

(Continued on back of this page.

Continued from Page 2.

10. Mrs. Denny, learning that the Negro women had husbands and sons in the army serving overseas, explained this to the white women and they quieted down. She also gave them help with their work as they were learning, explained the Union to them etc.

Mrs. Denny also reported that she took up the women's complaints promptly and that the Union Steward usually got them settled immediately.

Annie Wilke - mentioned recreational features. She said men encouraged women to participate but they refuse.

11.

b. - Denny said that Committee tried to get equal pay from the beginning - when women went on same work as men.

Struck-"The Union officers want us to get equal pay".

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Allis Chalmers Mfg. Co.
2. **Address** 1126 S. 70th. St., West Allis, Wis.
3. **Product** Tractors, electrical equipment, snow jeeps
4. **How long since union had contract in this plant:** Since 1937
5. **Payment of dues: Checkoff** # **Steward** ____ **Other (specify)** ____
6. **How long women in this plant members of union:** Since 1937
7. **Were women employed on production in this plant in normal times:** Yes- in some departments, chiefly electrical departments
8. **Women's union activities in this plant:**

a. **Contract or bargaining committees: Yes** # **No** ____
No. men 8 **No. women** 0

b. **Labor management committees: Yes** # **No** ____
No. men 4 **No. women** 0

c. **Shop steward: No. men** 38 **No. women** 0

d. Committeemen: " " 150 " " 15

e. Deputies* " " 100 " " 10

*Deputies function as reps. on Polit. Action Com.& as alternate stewards.

d. Grievance committees: No. men ____ **No. women** ____
No separate committee. Grievances handled by Barg. Com.

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

(Approximate figures)

Department	Number employed		Shop stewards		Committeemen Grievance committee	
	Men	Women	Men	Women	Men	Women
7-1 Navy(Transformers)	100	12	1	0	NR	NR
Army Plant	400	400	2	0	5	5
Blading Dept.(Navy)	100	80 - 90	2	0	1	1
Other departments not reported on						

e. **Other union committees in plant; their functions; and state if women are members:**

None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:**

. Dricken- Doesn't think women have thought so much about pay differential
Kroade- Said that they had secured the same piece rates for men and women but that when, for any reason, women had to work on day rate, they only got 82.6% of men's rate and that this was not fair, of course.

Christoffel said that there was no automatic progression provided for in contract but that "the union sees that merit raises are secured". Also the union is asking for equal pay in the new contract.

[redacted] Equal pay was asked for in previous contract, too, but Board approved differential.

b. **Training and upgrading opportunities:**

Training on the job. None for upgrading. No upgrading of women reported.

c. **Seniority rights:**

Harold Christoffel- In old women's departments women have separate seniority but in departments where women are newly employed (since the war) they have same seniority as men.

d. **Special activities in regard to community services:**

Christoffel- Union has been active in trying to get more day nurseries in community.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See p. 2)

b. Equal pay

(See p. 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Dricken- "They appreciate the union"

Denny - Said that women in her department had great deal of respect for Union representatives. She said that they have confidence in the committeemen and stewards and that when the women come to her (she is a committeeman) with complaints she takes it up immediately with the steward and they usually get things straightened out rather promptly.

Kurtz - did not seem to understand the contract or to know just what to expect of the Union. She questioned as to what would happen to the women's jobs after the war.

Annie Wilke - said the women were impatient - if company refuses on a complaint they just quit, taking up their complaints. She said that if the compamy would cooperate with the union the women would participate more but the company discourages them.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed? Yes # No_____

c. Are inexperienced men and women generally started on same job?
Yes # No_____

In old women's departments, (electrical depts.) ~~women~~ most of jobs are women's jobs. In dther departments women are on men's jobs and inexperienced men & women begin on same jobs in these departments.

Continued on back of this page.

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #
Time studies are made and jobs classified after this is done.

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

All persons interviewed said that women's rates were lower than men's on men's jobs.
Mr. Kroade ~~said~~ said that women on men's jobs were on piece work and got the same as the men if they could get out the work but that if there happened to be need for them to work on day rate their day rates are lower than the men's and that this is unfair to the women.

Dricken- Said that she was on day work for quite a period of time last summer so only got her day rate which was lower than that of the men's day rates.

C. Plant Practices:

1.

c. Mrs. Denny said that women in old women's department could ask to be transferred to men's jobs (which pay more) but that many prefer to stay where they are - so new girls have been hired on many of men's jobs.

5. Seniority:

a. Are seniority lists maintained: /except in Electrical Department (old Women's Depts.)

(1) by ~~department~~ groups x # If so, by sex Yes_____ No #

(2) plant wide _____ If so, by sex Yes_____ No_____

(3) occupation _____ If so, by sex Yes_____ No_____

(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #

(2) lay-off Yes_____ No #

(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes_____ No_____
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women Yes

b. If so, are they paid for: Men_____ Women Yes

c. If deducted:

(1) By hourly rate differential: Men_____ Women_____

(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods: (20" in 7-1 Navy Dept.- not paid for) On Saturdays none - Work straight thru (eating on the job)
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: _____
   b. Discharge: _____
   c. Leave of absence Granted on request
      (1) If yes, what is time limit? Up to 6 mos. has been granted
      (2) Are seniority rights retained? Yes # No _____
      (3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) Standard time plus piece work in most departments
      Some jobs on straight hourly rates.
   b. Piece #

2. Are any occupations and rates specifically listed by male and female: women on men's jobs
   Yes # No # In depts. where
   In electrical departments which have always been women's jobs.

3. If so, in how many such listed occupations are rates:
   a. Same for male and female None
   b. Lower for female All ~~Women's jobs carry lower rates.~~ Men's jobs - Women's base rate is lower but piece work rates same.
   c. Higher for female None

E. Contract: (Productive Workers)

1. General Information:

a. Source of contract information:

(1) Interview with Harold Christoffel
(2) Verified by reference to contract #
(3) Contract attached to schedule #

b. Date contract expires 4/15/'44 - automatic renewal unless either party gives notice of desire to change. New contract has been negotiated and is before W.L.B. for approval.

c. Kind of contract: (Check)
(1) Closed shop or Union Shop
(2) Maintenance of membership #
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ NO #
Men _____ Women _____

b. Automatic progression policy: Yes _____ No #
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: Yes _____ No #
(3) By rate of job regardless of sex: Yes _____ No #

d. Does contract openly discriminate against women: Yes _____ No #

If so, explain:

e. Mention of women in contract+ Yes # No _____ Explain:

p.37 of Contract-- Section on seniority of hourly rated employees- women have seniority in Electrical Depts.

3. Seniority:

a. Provisions regarding seniority lists:

Except in Electrical Dept.

(1) by groups	_____	if so, by sex	Yes_____	No #
(2) plant wide	_____	if so, by sex	Yes_____	No_____
(3) occupation	_____	if so, by sex	Yes_____	No_____
(4) temporary (duration) and/or regular workers	_____	if so, by sex	Yes_____	No_____

If by sex, explain:

Women have same seniority as men in all departments except Electrical Depts. where [redacted] seniority is separate for men & women

b. Are women discriminated against in any of the following provisions:

(1) promotion	Yes_____	No #
(2) lay-off	Yes_____	No #
(3) rehiring	Yes_____	No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision # - except provision that lunching permitted during working hours
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

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c. Does contract provide leave of absence for illness or other similar good cause: Yes # No

"for good and sufficient reason" (p.46 of Contract)

(1) Maximum length 6 mos.
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No

If yes, state provisions.

If worked in 60% of 12 preceding the pay periods in months in the pay period in which leave is taken employee entiteld to 3 days ~~xfxmx~~ for 1-2 years of service; 5 days for 2-4 years of service; 7 days for 4-5 years of service. (p 54-55 of Contract)

F. War Labor Board Case

1. Title of case Allis Chalmers Mfg. Co.& I.U.A.A.A.I.W.A. # 248, C.I.O. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board #, National Board

b. Settled by: Regional Board (date), National Board (date)

3. Type of case: Voluntary Dispute #

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of 1944 contract - Union asked equal pay; change in vacation plan.

5. W.L.B. Ruling:

Comments:

Participation in Union activities by women:

Mrs. Denny stated that women did not take responsibility so much - Some, she said, had home duties and did not have time.

Mr. Christoffel said that they had tried to get women to run for offices in the Union but it was hard to get any of them to do so.

Annie Wilke said that the attitude of the men in her department was good - that on the job they helped each other.

Continued employment of women:

Struck said that she thought the girls [redacted] "thought they would be out of jobs after the war"

Kurtz said "Some of us are wondering if we will have jobs after the war".

Equal Pay:

Handler said that the Union stewards were very alert in trying to check up on cases of unequal pay.

Kurtz said that she did the same work the men did (doing her own set-up with no help from the men)so she thinks she should get the same pay.

Struck said that in her department the Union had got the same merit raises for women that they got for the men.

Attitude of men toward women taking men's jobs:

Mrs. Denny said that in the electrical Departments (old women's departments) the men had held that the women could not perform the work on the men's jobs. However, the women have gone on a number of these jobs (forming coils, stock chasers, etc.) and prove that they can do them) The men would make remarks about the women's "thinking they could do" these jobs as they passed by.

Allis Chalmers Mfg. Co.
U.A.W.A. Local # 248

Comments

Attitude of union officers:

Continued employment of women- Mr. McStroul had a very good attitude. He favors special seniority to guarantee ~~the~~ jobs to a good percentage of women in the post war period even if some men with more seniority have to go out. He thinks that the company will lay off a large number of the women otherwise.

Equal pay- Mr. McStroul said that the union asked for equal pay when the women were put on men's jobs and doing the same work as men. The company refused. Then in negotiating the next contract renewal they continued to ask for equal pay. He said that the company did not claim that the women did less work in its argument for a differential but only that they had a right to set the rates as they pleased. The case went to the W.L.B. and a panel hearing was held in August 1943. The Board approved the rates set by the company which give all women on hourly rates and all women's base rates 82.6% of the men's rates. This was arrived at by the company by dividing men's minimum rate by old women's rate.

Mr. McStroul said that although women got the same as men on piece work it happened quite often that they would have to work on the day rate and this is the lower rate for the women (82.6% of men's). He said that also the company had violated the agreement and there had been numbers of cases where the women were not receiving equal pay on the piece work. The union has succeeded in getting from $900 to $1000 in back pay for women.

ENGLE AND DOKER - Said that the job classifications and wage rates were presented at a union meeting and that the women voted to accept them. They said the older women objected but that they were in a minority as not many of them had been at the meeting. They said that these older women did complain to the shop about the unequal pay but they do not attend the meetings so well. Meyer said that the union had secured wage increases for them. Last year there was a wage dispute and finally the W. L. B. approved a 3¢ increase for the men and 5½¢ for the women.

Milwaukee Journal 7-6-'43

Battery Plant Offers Women Easy Work, Easily Learned

With a few hours' training, a woman who has never before worked in industry can help to turn out one of the most vitally needed materials of the war at the present time—dry batteries.

She can do it by employing some of the simple skills which she uses in her own kitchen. At the Signal Battery Co. plant, where women workers are so desperately needed that the government is resorting to special demonstrations, women fill tiny cans with paste, bend wires, pour sealing pitch and "nest" the which discourage many women from going into war plants. Here is work on the assembly line in simple, graduated operations.

Nimble Fingers Sufficient

At the head of the long line are women putting the tiny cylinders on trays. The "tiddly-winkers" are next, placing a disk at the bottom of each cylinder. Finger dexterity is all that is needed here.

Mrs. Esther L. Katz, 2332-A N. 14th st., a housewife, is working at the next operation—half filling the cans with electrolyte paste. She



—Journal Staff

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The main floor of the big plant on the Port Washington rd. is filled with high school pupils, interspersed here and there with housewives who have been attracted to the work. When the students leave in the fall, there will be big gaps to fill. Also, additional equipment is being installed, which will soon require more workers. All the jobs can be filled by women.

The battery workers need undergo none of the deafening noises which discourage many women from going into war plants. Here is work on the assembly line in simple, graduated operations.

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Mrs. Esther L. Katz, 2332-A N. 14th st., a housewife, is working at the next operation—half filling the cans with electrolyte paste. She merely puts the tray under little spigots which emit the paste. Her arms move freely, easily.



—Journal Staff

Housewife Mrs. Ermina Booth, 2524 N. Holton st., an inspector

Mrs. Clara Neumann, who used to cook in restaurants, is "feeding the camping" machines, using a small scoop for the purpose. A short distance away are inspectors, checking the height of the paste in the cylinders.

"It's really a pleasure to do this sort of war work," said Mrs. Ermina Booth, 2524, N. Holton st., whose upswept hairdo caught the reporter's eye. "I took my training right here and have been here about four weeks."

There are other tasks—core placing, capping, washering, sealing, testing, "nesting," soldering on lead wires. The woman who "caps" places a brass cover on the cylinder. "Washering" is putting in a washer. Sealing involves pouring pitch from a small receptacle over a number of batteries.

Women like Mrs. Helena Brown, 2431 N. 28th st., and Mrs. Helen Johnson, 5340 N. Diversey blvd., bend lead wires in a "nest" of batteries so that connection is made. Still other workers test volts and amps.

Place Looks Informal

The atmosphere at the battery plant has an air of informality and ease. The workers look unstrained. At 3:30 p. m. the day shift workers gather up their purses and shopping bags and set out for home or the neighborhood grocery store. All ready for packing are their products for the day — batteries for flame throwers, walkie-talkies, mine detectors, bazookas, vital on the beachheads and fronts of war.

That is the story which the government hopes to put across to the women of Milwaukee when it presents a special show the night of July 12 at the Auditorium. To make it more effective, the women will also see Walter Pidgeon, Hollywood film star, and will hear musical units from the highly popular Great Lakes' naval training "Happy Hour."



Keep Them Smiling!

WRITE A LETTER TODAY

Out there where the going is "hot" it won't be so easy to smile. Out there on enemy-held soil, inching their way through barbed-wire entanglements, dodging the fire of enemy snipers, seeing comrades fall at their side —these boys will need all the strength and energy they can muster to defeat the enemy. Don't let them fight loneliness too.

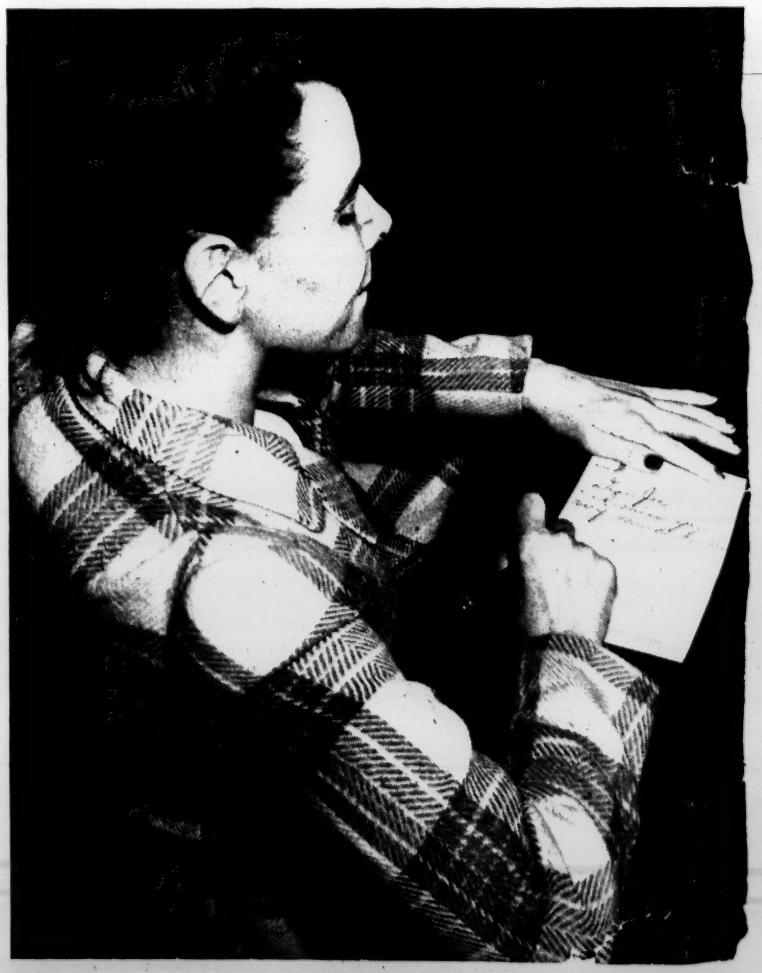
LET THEM KNOW YOU'RE BEHIND THEM

Take time, today, to write a letter to a brother or sister in uniform. Tell them what a fine job they are doing. Let them know what you are doing back home —in the neighborhood, in the shop, in the Union—to help bring V-Day closer. Keep them smiling and you will keep them winning!

You can get S.O.S. stationery and the address of a serviceman or woman in your department from your steward, committeeman or S.O.S. captain.

Issued by the S.O.S. (Sweethearts of Servicemen) Club,
Allis Chalmers Workers Union, Local 248, UAW-CIO.

HERE'S HOW ↓



103

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date June 19, 1944
Plant involved Master Lock Co.

Name, title, address of persons interviewed

Mr. Frank Brinkman, President, 617 S. 6th. St.,Milwaukee, 4, Wis.
Mr. Charles O'Laughlin, Recording Secy., Tool & Die Dept., 2473 N. 37th. St.,Milwaukee,10
Miss Esther Meyer, Financial Secy.,2647 N. Booth St., Milwaukee, 12, Wis.
" Mary Anne Engle, Guide, Assembly Dept., 5546 N. 37th. St., Milwaukee, 9,Wis.
" Miss Irene Wasniewski,Forelady, Union Member, Kick Press Dept., 1428 W. Euclid Ace., Milwaukee, 7, Wis.
Mrs. Virginia Doker, Milling Machine Dept., 5546 N. 37th. St., Milwaukee, 9,Wis.
Mr. Lawrence Calstrom, Wisconsin Director, U.A.W.A., Plankinton Bldg., Milwaukee, Wis.
" Walter Cappell, Int. Rep. " " " " "

Trade Union Survey

A. Information Concerning Local Unions

1. **Name of Union** I.U.A.A.A.I.W.A. **Affiliation** C.I.O.
2. **Local No.** 469 **Address** 617 S. 6th St, Milwaukee, Wis. Zone 4
3. **How long local organized?** Since 1936
4. **Type of worker: (1) productive** # ; **(2) clerical** ; **(3) maintenance** #
5. **How long women members?** Since 1936
6. **President's name and address, if not listed above**
7. **Plants organized by local union:** (Approximate Figures)

Names	All plant employees		Union members	
	Men	Women	Men	Women
Master Lock Co.	75*	150	56	150

*Includes drafting & maintenance workers who are not in union.

8. **Union cost to worker:**

	Men	Women
a. Initiation fees	$2.00	$2.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	(Men & Women) 50¢ if miss one meeting without acceptable excuse. Can miss 1 out of 4 meetings without excuse, Otherwise must have acceptable excuse.	
d. Other		

9. Women's local union activities:

a. Union committees on which women serve:

Education Committee - Men- 2 Women- 4

b. List other committees:

None

c. Local union offices held by women:

Guide
Trustee (2 women trustees, 1 Chmn.)

d. Attendance at union meetings:

Do not attend as well as men in proportion to numbers employed.
About 25% more women than men at each meeting.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

O'Laughlin- Said that men had more responsibility than women so that they fixed rates with this in mind. Mr. Brinkman mentioned this and said that the company had this policy.

Continued employment of women is no question as they were employed on majority of jobs before the war.

O'Laughlin said that women had not been put on new jobs since war. Doker reported that the milling machine jobs were formerly men's jobs.

b. Equal pay

Engle and Doker felt that old officers of union had not been interested in women's problems but that those recently elected were better.

B. **Plant Union Data:**

(Attach copy of current contract and supplemental agreements.)

1. **Name of plant** Master Lock Co.
2. **Address** 2600 N. 32nd. St., Milwaukee, 10, Wis.
3. **Product** Master locks for Navy
4. **How long since union had contract in this plant:** Since 1936
5. **Payment of dues:** Checkoff____ Steward____ Other (specify) Pay Fin. Secy. at ~~xxx~~ certain times in Recreation Room at plant.
6. **How long women in this plant members of union:** Since 1936
7. **Were women employed on production in this plant in normal times:** Yes
8. **Women's union activities in this plant:**
   a. **Contract or bargaining committees:** Yes # No____ No. men 5 No. women 0
   b. **Labor management committees:** Yes____ No # No. men____ No. women____
   c. **Shop steward:** No. men 2 No. women 4
   d. **Grievance committee*:** No. men 3 No. women 0

   If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee*	
	Men	Women	Men	Women	Men	Women
Assembly	0	26	0	1		
Spring	0	4				
Service Dept.	0	4	0	1		
Milling Machine	0	10				
Plating	7	0	1	0		
Screw Machine	4	0				
Shipping	2	3				
Press	2	18	2	1		
Packing						

*Grievance Committee composed of President, Vice President, & Recording Secy. of Local.

e. **Other union committees in plant; their functions; and state if women are members:** None

9. **Union program for increasing women's participation in union activities (give source) such as: -**

a. **Equal pay for equal work:** {Majority of women on jobs which are not same as men's jobs.

Engle & Doker- Older women feel that men leaders in union not so interested in getting equal pay for women. Doker said that she did same work on milling machine that men did before and yet the men had received higher rate. They said that new women members were to blame for accepting the new job classifications & rates and older women are not satisfied.

Bargaining Committee members are all men and the men interviewed said that they believed that the men had more responsibility so should have higher rates. This seems reason that union did not try to get higher rates for women and equal pay in cases where the work performed is same as that men had done.*

O'Laughlin pointed out several jobs on women's rate sheet. (Punch press, drill press, etc.) That were "similar" to jobs on men's list.

b. **Training and upgrading opportunities:**

O'Laughlin-
Training of new employees is on the job. Must take aptitude tests when hired.
No upgrading of women. Men upgraded very little.
Work is about the same and little upgrading can be done.

//

c. **Seniority rights:** Brinkman & O'Laughlin-
Union has established same seniority rights for women & men.

Women interviewed thought union had secured same seniority rights for them as for men.

No separate seniority for women mentioned in contract. But in the main, in practice, women have seniority on women's jobs and men on men's jobs.

d. **Special activities in regard to community services:**

None

*O'Laughlin showed agent contract & job classifications & rates which had been prepared by Mr. Walter Cappell, International Union Rep., Milwaukee Area, & it was a better contract (except for a clause limiting work of married women to war period) & higher wage scale (not by sex) than one union had proffered & signed.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See p. 2)

b. Equal pay

(See p. 2)

c. Other

Men interviewed both believe in giving men higher pay than women on basis of more financial responsibility.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

~~[illegible]~~.

Engle & Doker- Both said that old officers of union did not seem interested in women's problems in the shop. They thought that the new officers might be some better.

Meyer & Wasniewski said that girevances were handly well and quickly.

All of the women interviewed recognized the fact that the union had got them wage increases.

They do not think women's wages are high enough.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed? Yes # (A few) No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No #

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes # No_____
(2) For "men's" jobs on which women are employed? Yes_____ No_____

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

O'Laughlin- on new Job& Rate Sheet
Majority of women on different jobs from men. Jobs listed/which were about the same for men and women were pointed out and rates shown were much lower for the women. Rate range for women was 50¢ - 68¢ and for men 60¢ - $1.20 (not including tool & die & machinists). Approval on these rates has not been received from W.L.B.. [redacted] Local voted on them before they were sent in.

Women interviewed said that the women's rates at present [redacted] were from [redacted]50¢ p.h. to 53½¢ p.h. which is lower than the men's . Minimum rate for men is 60¢ and for women 50¢. They think that this is due to fact that men are not interested in the women.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes____ No #
(2) plant wide # If so, by sex Yes____ No #
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3____

a. Check shifts on which women are employed: 1st # 2nd # 3rd____

b. Does placement depend on seniority: Yes_____ No #
Explain:

Only departments on second shift:-
Automatic Screw Machine - No women
Assembly - only 12 - 15 women

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:
   a. Length of lunch period: Men 30 Women 30
   b. Paid for: Men NO Women NO
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: #
   b. Discharge:
   c. Leave of absence On request
      (1) If yes, what is time limit? Decided in each individual case.
      (2) Are seniority rights retained? Yes # No
      (3) With pay? Yes (specify length) No

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive) #
   b. Piece No piece work in plant

2. Are any occupations and rates specifically listed by male and female:
   Yes All No

3. If so, in how many such listed occupations are rates:
   a. Same for male and female None
   b. Lower for female All job rates lower for women
   c. Higher for female None

E. Contract: (Productive workers) (1943-44 contract not available)

Contract has been signed by company & union & sent to Board for approval. International Union has not approved the contract & Cappell & Colstrong said it was a very weak contract they knew & they are still trying to work with the local union leaders on it

1. General Information:

a. Source of contract information:
   (1) Interview with Charles O'Laughlin
   (2) Verified by reference to contract #
   (3) Contract attached to schedule

b. Date contract expires May 8, 1945

c. Kind of contract: (Check)
   (1) Closed shop #
   (2) Maintenance of membership
   (3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ____ No #
   (1) If not, rates: Men 50¢ Women 45¢

b. Automatic progression policy: Yes # No ____
   (1) If such policy, same for women as for men: Yes ____ No #
   If policies differ, explain:

Men - Begin at 50¢; in one month. Advance to 52½¢; in two months to 55¢; in four months to 57½¢ and in six months to 60¢.

Women - Begin at 45¢; in one month advance to 47½¢ and in three months to 50¢.

At present women's top rate in plant is 53½¢ & men's top rates are #1.20 & over Minimum rates are the same.

c. Does contract obviate wage discrimination against women:
   (1) By "No discrimination clause": Yes ____ No #
   (2) By equal pay clause: Yes ____ No #
   (3) By rate of job regardless of sex: Yes ____ No #

d. Does contract openly discriminate against women: Yes # No ____
   If so, explain:

   In starting rate and automatic progression.

e. No mention of women in contract: Yes ____ No # Explain:

3. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes ___ No #
(2) plant wide # If so, by sex Yes ___ No #
(3) occupation ___ If so, by sex Yes ___ No ___
(4) temporary and/or regular workers ___ If so, by sex Yes ___ No ___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes ___ No #
(2) lay-off Yes ___ No #
(3) rehiring Yes ___ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men ___ Women ___
(3) Paid for: Men ___ Women ___

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No ___

(1) Maximum length Decided in each individual case upon request
(2) Length of service necessary to get maximum ___

d. Does contract provide for paid vacations: Yes # No ___
If yes, state provisions.

After 1 year's service entitled to forty hours vacation with pay.

F. War Labor Board Case

1. Title of case Master Lock Co. & I.U.A.A.A.A.I.W.A.#469,CIO Regional number N.R

2. Status of case:

a. Pending before: Regional Board #, National Board

b. Settled by: Regional Board (date), National Board (date)

3. Type of case: Voluntary # Dispute

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of contract for 1944. 1945 Contract expired May 8,1944.
Request is made for job classification by sex.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

MASTER LOCK COMPANY

FRANK BRINKMAN - Mr. Brinkman, newly elected President of union, returned recently from service in Navy. He stated that when he left, the union was in good shape but when he returned he found that there were two members of Executive Board who were relatives of members of management and the union had practically a "Company union" set up. He said that they had had this problem be straighten out and that it would probably take a year or more to rebuild a real union in this plant.

In [redacted] the new contract the wage classification is by sex. No increase in minimum rates ~~but top~~ was requested but request is made that top rates be increased. This would allow for increases to be made within the brackets on merit if the Job Classification is approved by the W. L. B. As no general wage increase was asked for there can be no retroactive pay and no merit increases can be made until W. L. B.'s approval is received.

He said that Walter Cappell, U. A. W. International Representative, in Milwaukee had been in on negotiations and management refused to meet with him. Then the local Bargaining Committee signed the contract which is now before W. L. B. for approval. The International Union has not approved this contract. He said that the local did not agree with Walter Cappell and preferred the contract and Job Classifications and Rates they had negotiated to those Cappell had presented.

Esther Meyer - Financial Secretary and member of Executive Board. Works in Service Department - gets up orders. Said that she did not know much about the union - was not on Bargaining Committee and did not know much about jobs in other departments. Did not understand contract and had not seen Job and Rate Sheet.

CHARLES O'LAUGHLIN, Recording Secretary. Tool and Die Maker. Mr. O'Laughlin said that the local union leaders preferred to do their own negotiating. He showed agent the contract and Job and Rate Sheet agreed upon and which he said they preferred. Job classifications were by sex and minimum rates of brackets were not increased. Maximum or top rates were increased so that increases can be secured on merit. Under this agreement there will be no general wage increase and so no retroactive pay. Any increases will have to come after W.L.B.'s approval of contract and then on merit.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

WOMEN'S BUREAU
JAN 26 1944
DEPARTMENT OF LABOR

Agent Bagwell Date _____

Plant involved Mueller Furnace

Name, title, address of persons interviewed Mr. Valentine Hahn, President. Sheet Metal Dept.,1719 E. Oklahoma Ave., Milwaukee, Wis. (7) Contract Attached

Miss Geraldine Loeffler,Shop Steward, Chairman of Sanitation Committee, 2912 S. Mabbett Ave., Milwaukee, Wis.

Mrs. Pauline Boehm,Sheet Metal Dept. 2206 E. Morgan St., Milwaukee, Wis.

Miss Leona Czronta, Heat Treat Dept., 5225 S. Howell Ave., Milwaukee, Wis.
Miss Dolores Myer, Spot Welder, 2033 S. 68th St., Milwaukee, West Allis, Wis.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union I. U. A. A. A. I. W. A. Affiliation CIO
2. Local No. 409 Address 1719 E. Oklahoma Ave., Milwaukee, Wis.
3. How long local organized? Since June 1, 1943
4. Type of worker: (1) productive #; (2) clerical ____; (3) maintenance #
5. How long women members? Since May, 1943
6. President's name and address, if not listed above _____
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
Mueller Furnace & Boiler Mfgrs.	238	80	230	25

8. Union cost to worker:

		Men	Women
a. Initiation fees		2.00	2.00
b. Dues (specify period covered)	per mo.	1.00	1.00
c. Fines (" what for)		None	
d. Other		None	

9. Women's local union activities:

a. Union committees on which women serve:

Education Committee	men 21;	Women 1
Sanitation Committee (Sub-committee of Education Committee)	" 2	" 1

b. List other committees:

Legislative)
Political Action) All sub-committees of Education Committee
Service Mens Contacts)

c. Local union offices held by women:
None (Formerly had women as Treasurer and Recording Secretary. Did not work out as they were not firm in bargaining with management)

d. Attendance at union meetings:

Women attend very well. (Local has two meetings, one at night for day shift and one on Sunday for night shift.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Hahn - No special program aimed at increasing participation of women.

Czronta - Women interested in union because feel it is a protection against unfair treatment and because their grievances are handled by the union

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:
Mr. Hahn felt that when plant converts to peace time production there is not so much work women can do unless can break down jobs more.

b. Equal pay
Hahn - Women should have equal pay. The company puts women on ~~men~~ jobs ~~women~~ & replace men & cuts the rate. The union protests & then the women are taken off the job. They have done this in numbers & ~~that~~ unless the we have equal pay in our contract.
Czronta - Said union officers want women to have equal pay.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Mueller Furnace & Boiler Mfgrs.

2. Address 205 W. Oklahoma Ave., Milwaukee, Wis.

3. Product Heating equipment for Army
(Peace time heating equipment for houses)

4. How long since union had contract in this plant: Since November 1943

5. Payment of dues: Checkoff # Steward ____ Other (specify) Pay at Union hall
Voluntary

6. How long women in this plant members of union: May, 1943

7. Were women employed on production in this plant in normal times: No

8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes # No ____
No. men 5 No. women 0

b. Labor management committees: Yes ____ No #
No. men ____ No. women ____

c. Shop steward: No. men 14 No. women 1

d. Grievance committees: No. men 3 No. women 0

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Sheet Metal	NR	NR	2	2		
Heat Treat	8	6	1	0		

e. Other union committees in plant; their functions; and state if women are members: None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Union protests all cases where company has put women on men's jobs, replacing men, at lower rate. U. A. W. A. International Representative was called into the plant on grievance filed by spot welder this week.
Geraldine Loeffler said that she had been put on new jobs replacing men, a number of times and that the union had protested and then she had been taken off. She said this had happened to a number of girls

b. Training and upgrading opportunities:

Hahn - All training is done on the job. "The company upgrades and tries to cut the rate of the job."

c. Seniority rights:

Hahn and women interviewed said that seniority rights of men and women were the same. Mr. Hahn said that the company requested separate seniority for women when negotiations were begun for 1945 contract and the union refused.

d. Special activities in regard to community services:

None

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

Mr. Hahm said that the union had had to set a limit by women. Limit set is 30 lbs.

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Loeffler - Women all feel that the union affords them protection.

Czronta - Thinks union leaders handle grievances well and are interested in women's problems.

Myer - The women "appreciate the union". Thinks men leaders in unions want the women to get the rate of the job.

C. Plant Practices: (Productive workers)

1. Are there any: *But not set up as female jobs on Job & Rate Sheet

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed? Yes # No_____

c. Are inexperienced men and women generally started on same job?
Yes # No_____
(In some departments)

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes # No_____
(2) For "men's" jobs on which women are employed? Yes_____ No_____
Not yet approved by W. L. B.

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No #

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men: Czronta - In Heat Treat Department women get same rate on the job that men get.
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Myers: Two women have been put on spot welding and they do more work than the men did and yet they get 72¢ while the men they replaced got 90¢.

Loeffler - Numbers of women have replaced men on jobs at a lower rate and when the union protested they were taken off.

Myers and Hoehm - Reported a few women working on jobs where they replaced men at lower rate of pay.

5. Seniority:

a. Are seniority lists maintained:

(1) by ~~department~~ groups # If so, by sex Yes____ No #
(2) plant wide* # If so, by sex Yes____ No #
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary and/or regular workers____ If so, by sex Yes___ No___.

*For janitors, truckers and common labor.

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes____ No #
(2) lay-off Yes____ No #
(3) rehiring Yes____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3____

a. Check shifts on which women are employed: 1st # 2nd # 3rd____

b. Does placement depend on seniority: Yes____ No #
Explain:

Union is requesting placement by seniority in the new contract

7. Rest periods:

a. Does plant provide formal rest periods: Men Yes Women Yes
b. If so, are they paid for: Men Yes Women Yes
c. If deducted:
(1) By hourly rate differential: Men____ Women____
(2) By deduction for amount of time involved: Men____ Women____

8. Lunch periods:
   a. Length of lunch period: Men 30" Women 30"
   b. Paid for: Men No Women No
   c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:
   a. No policy: #
   b. Discharge:
   c. Leave of absence Upon request
      (1) If yes, what is time limit? Decided in each individual case
      (2) Are seniority rights retained? Yes # No
      (3) With pay? Yes (specify length) No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).
   a. Time (Note if incentive)
   b. Piece #

2. Are any occupations and rates specifically listed by male and female:
   Yes No #

3. If so, in how many such listed occupations are rates:
   a. Same for male and female
   b. Lower for female
   c. Higher for female

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information: Wage Section of 1944 contract not yet approved by the W.L.B. New contract
(1) Interview with Mr. Valentine Hahn for 1945 is now before WLB.
(2) Verified by reference to contract #
(3) Contract attached to schedule #

b. Date contract expires June 1, 1944

c. Kind of contract: (Check)
(1) Closed shop
(2) Maintenance of membership #
(3) Other

2. Wages: (Not yetapproved by W.L.B.)

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes ____ No #
(1) If not, rates: Men 62½¢ Women 57½¢

b. Automatic progression policy: *Yes # No ____
(1) If such policy, same for women as for men: Yes ✓ No #
If policies differ, explain:
(Pending before WLB but now in practice:)

Women Begin at 57½¢; in 30 days are increased to 62½¢; in 90 days are increased to 65¢

Men Begin at 62½¢; in 30 days are increased to 67½¢; in 90 days are increased to 70¢

Beginning rate for learners (labor grade) same for men & women (p10 of Contract Section 7)

c. Does contract obviate wage discrimination against women:
(1) By "No discrimination clause": Yes ____ No #
(2) By equal pay clause: * Yes # No ____
(3) By rate of job regardless of sex: Yes ____ No #
(*Pending in WLB Case) (Contract Page 10)

d. Does contract openly discriminate against women: Yes ____ No #
If so, explain:

e. ~~No~~ mention of women in contract: Yes # No ____ Explain:
In Wage Section (p. 10) Contract.

3. Seniority:

a. Are seniority lists maintained:

(1) by ~~department~~ groups # If so, by sex Yes_____ No #
(2) plant wide* # If so, by sex Yes_____ No #
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

*For janitors, truckers and common labor (Contract - p.5)

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men Yes Women Yes

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes # No_____ (See pp.7 & 8 of schedule)

Rest periods (10 & ~~15 min.~~ periods) provided in contract (p.8) are called lunch periods but they are really rest periods .Lunch periods are 30 min.

(1) Maximum length Not stated
(2) Length of service necessary to get maximum Not stated

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.
For year 1944: 6 mos. to 12 mos. employment - 24 hours pay
1 - 2 years " - 40 hours pay
and so on up to six years employment - 80 hours pay
(Contract p. 15)

F. War Labor Board Case

1. Title of case Mueller Furnace & Boiler Mfgrs., & I.U.A.A.A. Regional number N.R.
I.W.A., #409, C.I.O.

2. Status of case:

a. Pending before: Regional Board_____, National Board_____

b. Settled by: Regional Board (date)_#_____, National Board (date)_____
Contract approved with exception of wage section which is still pending.

3. Type of case: Voluntary_____ Dispute_#_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of contract involving wage dispute. Contract, wage section contains equal pay clause.

5. W.L.B. Ruling: Contract approved but entire wage section pending.

8. Benefits To Women: — Vacations with pay and general benefits of union contract - (Formerly had an independent union and now it is C.I.O.) Women interviewed stated that the union gave them protection and all seemed to believe in the union.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent Bagwell Date /11/'44
Plant involved Seaman Body

Name, title, address of persons interviewed Mr. Paul Steffes, Financial Secy., 308 E. Center St., Z 12, Milwaukee, Wis.
Mr. Claude Kleim, Recording Secy., 308 E. Center St. Zone 12, Milwaukee, Wis.
Mrs. Evelyn Cain, Shop Steward, member of 4 committees, secretary of one & chairman of another, Inspection Dept., 2459 A,N. 1st. St., Zone 12, Milwaukee, Wis.
Mrs. Beatrice Bittner, Shop Steward, Inspection Dept., 2726 A W. Wright St., Zone 10, Milwaukee, Wis.
Mrs. Stell Gigl, ~~Fiscal~~ Final Inspector, 1132 E. North Ave., Milwaukee, 2, Wis.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.A.W.A. Affiliation C.I.O.
2. Local No. 75 Address 308 E. Center St., Zone 12, Milwaukee, Wis.
3. How long local organized? Since Nov. 1933
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? Nov. 1933
6. President's name and address, if not listed above
   Mr. John Parbs, 2767 N. 4th. St., Zone 12, Milwaukee, Wis.
7. Plants organized by local union: (Approximate figures)

Names	All plant employees		Union members	
	Men	Women	Men	Women
Seaman Body Plant	2215	200	2215	200

8. Union cost to worker:

	Men	Women
a. Initiation fees	$10.00	$10.00
b. Dues (specify period covered)	$1.00 per mo.	$1.00 per mo.
c. Fines (" what for)	Men & Women: $2.00 for failure to attend 1 meeting in each quarter; $1.00 for failure to attend special meetings and $1.00 for failure to vote in union elections	
d. Other None		

9. Women's local union activities:

a. Union committees on which women serve:

	Men	Women*
Educational Committee -	6	1
Election Committee-	9	1 (Chmn.)
Publications-	5	1 (Secy.)
Disciplinary Action-	6	1

*Same woman, Mrs. Cain, on all committees

b. List other committees:

Legislative
Blood Donor
Welfare
Entertainment

c. Local union offices held by women:

None
Mrs. Cain is delegate to Milwaukee Industrial Union Council and has also been a delegate to Wisconsin State Industrial Union Council.

d. Attendance at union meetings:

Attendance of women not as good as men. Many married women who have children. Mr. Steffes said that many of women come because of fine and then leave meeting as soon as possible to get out.

Mrs. Bittner saidthat women attended pretty well.

Mrs. Cain - Women not as interested as men. They do not "feel unionism" the way men do.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

No special program reported by any of persons interveiwed aimed at increasing interest of women as distinguished from men. Educational Committee program has not had as much response from women as from men. One reason women do not participate in meetings more, Mrs. Cain said, is that they do not know Parliamentary Law and that they are not accustomed to speaking. Educational Committee had a class in Parliamentary Law but Mrs. Cain was only women who attended.

Mrs. Cain was sent to the U.A.W.A. Educational Conference in Chicago.

Union Publications Committee gets out a union newspaper which is distributed to all members.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Steffes & Kleim - Stated that seniority was separate for women and when plant converts to peace time products women will be back on sewing and pasting jobs. They do not expect that many employees will be laid off as company has plans for continued expanded production. Mr. Steffes said that the women did not want plant wide seniority as they had better chances for continued employment with the separate seniority for women. Gigl said that there had been about 200 women in the plant before the war and that ~~since~~ the number had not increased she thought that most of the women would remain in the plant.

b. Equal pay Mr. Steffes said that the union leaders had insisted on the rate of the job when the company suggested putting women on men's jobs. So far this has kept women off of men's jobs. The company has recently brought up the question again and wants to reclassify some of the men's jobs as female jobs. (Mr. Steffes was very interested in whether many other unions had the equal pay and asked agent for this information).

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant Seaman Body Plant (Nash Kelvinator Co.)

2. Address 3880 N. Richards St., Milwaukee, Wis.

3. Product Aviation Engine Parts. (Peace time - auto bodies)

4. How long since union had contract in this plant: Union has worked without a contract since organization in 1933. Members did not want a contract. Was organized in 1933.

5. Payment of dues: Checkoff _____ Steward _____ Other (specify) Union Office Pay at

6. How long women in this plant members of union: Since 1933

7. Were women employed on production in this plant in normal times: Yes. About 125 women on sewing and pasting panels, etc.

8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes _____ No _____

No. men 5 No. women 0

Executive Board acts as Bargaining & Grievance Committee

b. Labor management committees: Yes _____ No # _____

No. men _____ No. women _____

c. Shop steward: No. men 48 No. women 2

d. Grievance committees: None. Executive Board takes care of grievances. No. men _____ No. women _____

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
#66 Inspection	75	200	3	1		
#10	N.R.	0	16	0		
#14 Cylinder Barrels	90	9	17	0		
#53	"	0	3	0		
#59	"	0	7	0		
Others	"					

e. Other union committees in plant; their functions; and state if women are members: _____

_____

_____

_____

_____

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Steffes & Kleim said that jobs for men and women were not the same so that this had not been much of a problem. They said "If we can keep the women off of the machines we won't have this problem and it is not likely now that they will be put on machines as conversion is already taking place." Mr. Steffes said that the company keeps insisting on putting women on men's jobs and reclassifying the jobs as female jobs. Mrs. Cain said that majority of women have not considered ~~this~~ equal pay a problem but it has come up in several instances. The Navy contract calls for Final Inspectors @ $1.30 per hour and they did not have any so this classification had to be created and as they would not pay women this (Cont. on p. 4A)

b. Training and upgrading opportunities:

All training is done on the job. No upgrading of women done.

c. Seniority rights:

Separate seniority for men and women. Leaders of union have not been interested in establishing the principle of equal seniority.

d. Special activities in regard to community services:

9.a rate they put men on this job. She said that these two men inspectors did not get much work each day as the work did not go to them if it was marked O. K. by the women inspectors. She said that they just sat most of the day and the women were working all the time, getting only 90¢ per hour. She said that the work of Final Inspector is not more skilled so that the women feel that they should have the same pay. (Agent is not certain about the comparative skill required so that this may be a problem of upgrading).

Mrs. Bittner said that there were some inspection jobs which had required men to perform but that they had been changed so that this was no longer necessary and that men continued on them doing the same work that women were doing, the men getting $1.20 and the women 90¢. However, she said that this applied to only a few jobs.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See p. 2)

b. Equal pay

(See p. 2)

c. Other

--

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Women all "believe in the union", Mrs. Cain said. They feel that the union has dealt with the management quite well and they know that they get more than is paid at so many other plants in Milwaukee.

Mrs. Bittner said that a few women had asked for men's jobs and ~~kkk~~ nothing happened but that for the most part they just accepted things as they were and did not question the separate seniority.

Mrs. Gigl said that the women in the plant all felt that the union leaders have been very alert in protecting the interests of the women and have great respect for their integrity. She said that if the company did put women on the machines there would be trouble as the older women in the plant who have the most seniority would not agree to younger women who have less seniority getting more pay than they did.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed? Yes_____ No #

c. Are inexperienced men and women generally started on same job?
Yes_____ No #

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes_____ No #
(2) For "men's" jobs on which women are employed? Yes____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No_____

b. By bargaining? Yes_____ No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Mrs. Bittner said that women could do most of the men's jobs and do them, perhaps better than the men; ~~xx~~ that they are kept on women's jobs because the men run the union, mostly, and ~~xxxxx~~ have not been interested in establishing the same seniority for the men & women. The company, also, does not want the women on the machines.

Women interviewed saidthat all women were classified as Junior Female Inspectors with a rate of 90¢ per hour.

Men interviewed would not say much on the subject, only that the women were on different jobs which were lighter. However, in a second interview Mr. Steffes had more time & gave other information - (see p4, Item 9-a & p2, Item 11-a)

Mrs. Gigl said that women could perform many of the jobs men were on but that the older women would object to younger women going on the men's higher paying jobs. She said that the women have not asked for the men's jobs for this reason. Mr. Steffes said that there were many older men in the plant not subject to the draft and there had not been so much of a labor shortage so that there had not been a need to put women on the machines.

5. Seniority:

a. Are seniority lists maintained:

(1) by department # If so, by sex Yes # No
(2) plant wide If so, by sex Yes No
(3) occupation If so, by sex Yes No
(4) temporary and/or regular workers If so, by sex Yes No

If by sex, explain:

Women are employed on Inspection only and have seniority on these jobs.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes # No
(2) lay-off Yes No # Have not had lay-off except in temporary- departments where work was stopped due to other departments being behind.
(3) rehiring Yes No #

If yes, explain:

Women have not been free to bid for men's jobs(which pay more) on a basis of seniority. (Women themselves, except for 4 or 5 who asked for women's jobs have not thought they were discriminated against

Although there is no contract the job classifications and rates were negotiated and were approved by the W. L. B.

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes # No
Explain:

New employees may be hired and trained on day shifts but are told that they will be transferred to other shifts as older employees have preference of shifts.

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men Women
c. If deducted:
(1) By hourly rate differential: Men Women
(2) By deduction for amount of time involved: Men Women

8. Lunch periods:

a. Length of lunch period: Men 30" Women 30"

b. Paid for: Men No Women No

c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

a. No policy: #

b. Discharge: No

c. Leave of absence Can get leave to cover pregnancy on request but women do not want to stop work soon enough. One woman came back too soon and injured her health, Mrs. Cain said.

(1) If yes, what is time limit? Decided in each individual case.

(2) Are seniority rights retained? Yes # No

(3) With pay? Yes (specify length) No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #

b. Piece No piece work since war.

2. Are any occupations and rates specifically listed by male and female:
Yes # No

3. If so, in how many such listed occupations are rates:

a. Same for male and female None

b. Lower for female All women's jobs lower

c. Higher for female None

E. Contract: (Productive workers)

Union has never had a contract. Got organized after a strike and were recognized and did not want a contract though the company wanted one. Have "got along alright", all interviewed said.

1. General Information:

a. Source of contract information:

(1) Interview with [redacted]

(2) Verified by reference to contract [redacted]

(3) Contract attached to schedule Important decisions may be written up in a special agreement and signed by the company and the union. Other agreements may be added.

b. Date contract expires _____

c. Kind of contract: (Check)

(No copies of agreements were available)

(1) Closed shop

(2) Maintenance of membership

(3) Other

2. Wages: *

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes_____ No_____

(1) If not, rates: Men_____ Women_____

b. * Automatic progression policy: Yes_____ No_____

(1) If such policy, same for women as for men: Yes_____ No_____

If policies differ, explain:

*Job classifications and rates were negotiated and afterward approved by W. L. B. Beginning rates and automatic progression are:

Men - Begin at $1.00 and receive an increase of 5¢ per week until they reach $1.30 on machines (Oilers ~~to~~ $1.00)

Women - Begin at 75¢ and receive an increase of ~~75¢~~ 5¢ per hour until they reach 90¢.

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes_____ No_____

(2) By equal pay clause: Yes_____ No_____

(3) By rate of job regardless of sex: Yes_____ No_____

d. Does contract openly discriminate against women: Yes_____ No_____

If so, explain:

e. No mention of women in contract: Yes_____ No_____ Explain:

3. Seniority: *

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide _____ If so, by sex Yes_____ No_____
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes_____ No_____

If by sex, explain:

*Agreement between company and union is for separate seniority for women.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No_____
(2) lay-off Yes_____ No_____
(3) rehiring Yes_____ No_____

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men_____ Women_____

b. Contract provision for lunch period:

(1) No provision_____
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women_____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No_____

(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes_____ No_____
If yes, state provisions.

F. War Labor Board Case

1. Title of case Seaman Body Plant & U.A.W.A. # 75, C.I.O. Regional number N.R.

2. Status of case:

a. Pending before: Regional Board #, National Board

b. Settled by: Regional Board (date), National Board (date)

3. Type of case: Voluntary Dispute #

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Union is requesting a 17%"cost of living" wage increase.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

Publication Committee Copy.

UNITED AUTOMOBILE · AIRCRAFT · AGRICULTURAL IMPLEMENT WORKERS of AMERICA (UAW-CIO)

LOCAL 75

NEWS and VIEWS

VOLUME 1 | MILWAUKEE, WIS., JANUARY, 1944 | NO. 3

President Parbs' Washington Report

During these crucial months in the battle for democracy, the battle at home centers around three fights—the fight for subsidies, the fight for the soldiers' vote bill and the fight to repeal the poll tax. All of these measures are vital to the war effort. We would be delinquent in our duty if we did not bring every force to bear to support our war and our fighting men on all fronts by the passage of these measures.

In full realization of this duty, representatives were sent to Washington to attend conferences on December 8th and 9th by CIO, AFL, Railroad Brotherhoods, Church organizations, League of Women's Shoppers, two Veterans' organizations, Consumers' Union, Public Welfare Associations, Farm groups and others to plan and execute actions to pass these vital measures.

Although the United Automobile Workers, The CIO News and other liberal publications have covered these subjects in detail, I believe a brief explanation of what these measures involve should be given at this time in order to convey the importance of, and necessity for, continuing our fight without a let up.

The Poll Tax disfranchises over ten million American citizens. Thousands of Southerners have years of cumulative poll tax payments hanging over them; therefore, in order to be able to cast a vote, many of them must pay ten dollars to thirty dollars to buy back the right to vote. True that the annual poll tax payments run between one and two dollars, but if the tax is not paid for a number of years, you must pay your past taxes in some States before you can vote.

KEEPING UP WITH THE CIO

U.A.W. On Senate Floor

Senator Langor of North Dakota, in arguing against repeal of the "informer" statute which permits a citizen to sue contractors guilty of fraud against the government, stated the following:

"I was informed that the spectacle of these pampered war criminals is causing cynicism and disgust among the Nation's war workers. The war workers have brothers, wives, and sweethearts in the service. They themselves are being drafted into the Army, and more than 300,000 of the members of that union (UAW-CIO) are already in the service. They know these frauds are endangering the lives of American boys . . ."

International Labor Unity

The constant demand of Phillip Murray and other C.I.O. leaders for international cooperation of the organized workers of the Allied countries was finally recognized when it was announced that an Allied Labor Conference has been called by the British Trade Union Congress, to meet in London next June to discuss labor participation in the winning of the war, and the making of the peace.

C.I.O. Political Action

Raymond McKeough has been appointed C.I.O. political action director for the Mid-West district. McKeough, a former congressman, resigned his post as OPA regional administrator, to accept the C.I.O. appointment.

At a press conference, Sidney Hillman stressed the objective of C.I.O. political work, as aimed at retaining progressive features of the New Deal, and of supporting those candidates regardless of label, who will support liberal programs not only in words, but on the record as well. Committee aims, he said, were first to organize, then to press for political action guaranteeing full employment, social security, and civil rights to all.

C.I.O. On Subsidies

Speaking in Detroit recently, R. J. Thomas said, "Ask Mother what she paid for the dinner you are eating today. Multiply this by two, and the answer you get is what this same dinner may cost a year from now, if Congress kills the subsidy measure. This estimate is not exaggerated. There is no limit to how fast and how far food prices and other living costs can go, if there is no price control."

Green-Lucas Soldier Vote

On December 3rd our ten million or more service heroes received a slap in the face by the votes of the poll tax Democrats and frightened Republicans when they brazenly voted to disfranchise these men under arms by combining to defeat the Green-Lucas Bill.

Subsidies To Hold Down Food Prices

Roll back subsidies are the number one labor measure today. Without them, we would have: Butter at $1.04 a lb., Hamburger at $.58 a lb., Round steak at $.94 a lb., Bacon at $.84 a lb., Pork chops at $.78 a lb. — by the end of 1944. (These are government figures; the UAW Consumers Department call them conservative). Runaway prices on food stuffs will affect every American family. We have only to look back to the last war period when the price of sugar was 25c a lb., compared to the present price of 6 or 7 cents under price control. Profiteering forces are not giving up their attempts to split labor and the farmer on this issue. They are determined to wreck the Subsidy program and foment inflation.

On December 7th, UAW-CIO delegates contacted their Congressmen in Washington to sound out their position on the above matters and to advise them of labor's attitude. On the following day a conference was held with 160 delegates present, representing many supporting organizations from 20 States as far south as Alabama and as far west as Wyoming.

No less than a dozen Congressmen spoke briefly, among them Congressman Madden of Indiana, who stated that groups such as were gathered there can be thanked among others for prices being down to the present level.

Congressman Bill Rogers, Jr., stated that out of 1,500 letters he had received, only 2 were opposed to subsidies. He also stated that England, which had produced only a small share of its food previous to the war now is producing about 75% of its own food due to subsidies.

On Friday about 75 delegates from UAW-CIO Local Unions held a lengthy discussion with Mr. Harold Young, Secretary to Vice-President Wallace, on political activities. We later met the Vice-President personally and discussed labor's role in the war. A bundle of petitions containing 100,000 signatures of Auto Workers requesting passage of the anti-poll tax bill was presented to him, and he was informed that the number of signatures would reach over a half-million within a short time.

There is no doubt that the lobbying done by the UAW delegates and other organizations supporting these activities left a very deep impression on our representatives in Washington. This is not sufficient, however. It is only one means to gain an end, constant pressure is necessary to keep our representatives mindful that we are observing their every move.

Buy War Bonds
THE PRESENT
WITH
A FUTURE

— LOCAL 75 NEWS AND VIEWS —
Edited and Published by and for the members of Local 75, UAW-CIO, in the interest of Union solidarity, the education of its members, and to present the workers' point of view to its members, both at home and in the armed Services, on the issues and events of the day.

PUBLICATION COMMITTEE
WILLIAM H. CODY, CHAIRMAN
EVELYN CAIN, SECRETARY
CHARLES WARREN
FRANK OBLUCK
PAUL H. STEFFES

OF THE PEOPLE BY THE PEOPLE FOR THE PEOPLE

During every historical crisis in the life of a country many things are reborn — political structures, Music and Art, Humanity and Understanding — all meaning so much in the rebuilding of Society.

The crisis that threatens humanity and human rights today affords a good time to look at our own Nation as we have not seen it before. We can see a few shades that don't look very democratic. For instance, why doesn't Congress give the service man the right to vote or to put it correctly, why does the U. S. Government permit several States to deny the Serviceman the vote that belongs to him. Why does Congress permit 13,000,000 Americans to be disfranchised by an un-American poll tax.

Let's have a question or two about the Soldier and Sailor and get the answers straight. Can the U. S. draft a man from any State in the Union? Yes. Does the Soldier or Sailor from Alabama or Wisconsin fight for just his home State? No, he fights for the United States of America. Is it the right of an eastern State to deny constitutional rights to Soldiers and Sailors from all other States and of the United States? No, it is not. It is not even the right of the United States to fail to protect all rights of our Servicemen. Then why does Congress fail? Because it is the right of Congress to play politics.

What about 13,000,000 citizens in the Southern poll tax States who can't vote in elections for President, Senators and Congressmen? Why can't they vote? If anyone can devise a way for a sharecropper to get enough money together to pay a back poll tax bill of $200.00 or more and have anything to eat for a year after the election, he will vote. If someone can find a way to help them raise their wages above the level of slave labor pay, they will vote. Why don't they do something for themselves? Because Mr. Smith of Virginia, Mr. Dies of Texas, Mr. Bilbo of Mississippi and all other poll taxers see to it that they can't.

We may pass it off and say that they are foolish in tolerating those conditions, but that is entirely wrong. We of the free Northern States are the foolish ones for not having helped them before, we are the only ones that can or will help them. Think it over. Is it to our interest to have the Soldiers' vote to make Congress outlaw the Southern poll tax?

While there is still time workers and all other liberal minded people had better organize for the Soldier vote and to restore the rights of 13,000,000 Americans.

UNION BARGAINING

The Union has instituted a bargaining procedure which has proven very satisfactory during the ten years we have been organized as a UNION.

The procedure is that a Steward shall be elected to represent each group of workers in the plant, a Head-Steward shall be elected to assist the group Steward of each Department in the Plant and a Chief-Steward is elected by the Union to assist all the Department and group Stewards.

The Executive Board is the top bargaining committee of the Union and handles all complaints, if and when, they cannot be satisfactorily settled between the Stewards and the Supervision of the respective Departments.

The members must realize that the only way a complaint can be properly adjusted is that the Steward know all the facts connected therewith. They must further realize that what may seem to be of very little importance can easily develop into a serious matter unless properly handled. All grievances should be handled through the group Steward, who in discussing shop conditions and policies with the other Stewards becomes better acquainted with the methods of handling the various complaints. If you are in doubt in regard to anything that does not seem right, consult your Steward and he will secure whatever information is needed to answer your questions if he does not already know the answer.

Complaints are much harder to get adjusted and many times adjustment of complaints is delayed because the member having the complaint does not immediately contact his or her Steward. Therefore, each and every member is urged to contact their group Steward (instead of their Supervision) anytime they seek information regarding policies or whenever they have a complaint that should be adjusted. You should respect your Group Steward and at no time disregard him by going to the Head Department Steward or the Chief-Steward when you wish to make a complaint.

Claude Keim,
Recording Secretary Local No. 75, UAW-CIO.

"1944 IS POLITICAL ACTION YEAR"

Political Action to us means that Political Action Committees must be set up in all Local Unions and Auxiliaries immediately to combat the reactionary Congressmen and Senators who would seek to take away from our Men and Women in Service, their Democratic right to vote, as well as taking away the very things that Labor has strived and worked hard to achieve.

There are thousands of Organized UAW and other CIO Unions in the United States and Canada that are taking Political Action as a MUST in their Unions today for the main purpose of protecting our economic and social gains which Labor continuously and unceasingly is fighting to protect.

We realize that to maintain these gains we must have representatives in the House and Senate who will work to promote and protect Labor's gains.

That's where we Sisters of Auxiliaries can be of great help on the HOME FRONT while our Men and Women Folk of the Fighting Front and Production Lines are doing their part, we can be mobilizing the Wives, Mothers, Daughters and Sisters of the thousands of organized members. We can educate them to the importance of why it is vitally necessary for them to register immediately to enable them to vote.

It is being given to us in stark reality why we must vote for Congressional and Senatorial Representatives who will protect the rights of our Boys who are in the Service by giving them their Constitutional Right to vote. The Auxiliaries are certainly letting their Representatives know that they will not stand idly by and let them take our Boys' Rights away from them.

There are other important issues that we women must at all times be on the alert to protect, and that is any legislation that may be enacted to obstruct our Economic Stabilization Program. We must at all times work for the UAW-CIO Program and the President's Complete War Program.

Yes, we women have a tremendous job to do. We will be the ones who will do the door to door registration of voters, urging all women to be sure to exercise their democratic right and vote. We will work with our Local Unions on whatever tasks they may deem necessary while they are busy on the production line.

We have proved to our Local Unions how we can work on Consumers Problems by working and serving on OPA Committees and working with our Local Union's Consumers Committees jointly, with the keeping down of the Rising Cost of Living. We fought to have our Representatives in the House and Senate vote for the extension of the Subsidy Program to December 15, 1945.

This year of 1944 is to be a memorable year, as we must work to have Labor Representation in the Congressional and Senatorial Houses. We must have a Peoples Win The War Congress and only through our ACTIVE participation toward these ends can we expect to have a real People Win The War Congress for 1944.

MARGUERITE WEBB,
Legislative Chairman,
Women's Auxiliary No. 2,
U.A.W. - C.I.O.

NEW SENIORITY SHOP CARDS

Many members are asking for their 1944 Shop Cards. These cards are not distributed until the new seniority lists are prepared; therefore, it will be some time before new Shop Seniority Cards will be available.

The adding of twelve months to the seniority marked on the 1943 cards will be the total accumulated seniority of each member. The only exceptions will be those members who had secured leave of Absences in 1943 to take care of personal business ventures such as taverns, shoe repair shop, farms, etc.

BUY WAR BONDS

In Memoriam

GEORGE JACQUIN—12-26-43

On December 26, 1943, the Local Union suffered the loss of one of its early members who had served the Union well in various capacities snce the year 1934.

On that date, Brother Jacquin suffered a heart attack with fatal results.

Brother Jacquin's activities as a member of Local 75, UAW-CIO, were numerous in scope. He served as a former member of the Board, as a Steward and Head-Steward in Department 16, and he also served as Chairman of various Committees He performed outstanding work as Chairman of the Christmas Party Committee during the years 1940 and 1941. At the time of his death, he was serving as an International Representative in the Chicago area and had worked in that capacity since the fall of 1941.

The Local Union will miss George and herewith extends condolences to his bereaved wife and family.

HELP CONTROL PRICES AND PREVENT INFLATION

As a member of the OPA Rationing Board and Price Panel of Milwaukee, I wish to thank the members of Local No. 75 who have voluntarily contributed their time and efforts to help the OPA and serve as Price Panel Associates.

To those Sisters and Brothers, or wives of members of Local No. 75, who can spare a few hours a day, once or twice a month, here is an opportunity to help control prices. By helping to control prices, they are aiding not only themselves and the rest of the members of Local 75, but also the general public in the work that is necessary to prevent inflation.

The duties of the Price Panel Associates vary. While they are asked to distribute and explain the new regulations and bulletins to the various retail establishments in an assigned territory, the majority of their work is to collect data on the retailers on approved Surveys or Assignments which are conducted at the request of the District Office of the OPA and with the consent of the retailers concerned.

On these Surveys or Assignments, the Associate is requested to check in particular the selling price (point values also in the case of checking food stores) to determine whether or not the ceiling or selling price is posted in a prominent place and whether or not the necessary bulletins or charts are posted. In brief, the Associate sees that the regulations are being followed and helps the retailer in any way possible.

The Associates visit assigned stores periodically, bringing what new information there is to the attention of the retailer and taking his questions back to the Panel when the answer is not known.

The Price Panel Associates are given a short training period by a member of the Panel before starting and they are also called in for additional instructions or meetings from time to time to explain particular regulations and procedure as deemed necessary by the Price Panel.

All members of Local 75 and especially second and third shift workers, who are willing to give some spare time to this very necessary and important work, shoull give their names and addresses to the Chief-Steward or to the members of the Consumers' Committee of Local No. 75 or to Alex Bauer, OPA Price Panel Member.

ALEX BAUER,
Member, OPA Price Panel.

WORKERS COMPENSATION

EDUCATIONAL COMMITTEE

The payment of compensation or benefits to a worker whose wages are temporarily lost through unemployment is usually controlled by a Board of Directors or some agency that knows very little about the actual case of the worker himself.

Compensation, as the average workers know it, is paid from sources such as State Unemployment Accounts for layoffs, State Industrial Compensation for injury, Insurance Policies covering sickness and so forth and Employees Clubs or Associations.

There are other clubs and funds that cover the same general proposition but all of them have one thing in common, they are supported and paid for by the workers; either in part or completely, through payroll deductions or voluntary payments.

It is not our plan or purpose to revise any club or agency. However, we believe it is well that those who pay the bill should take a "looksee" at some of the attempts to reduce payments and compensation when injury or sickness causes unemployment.

Every person who pays insurance premiums or dues to an association or club and taxes for social benefits does so to gain the maximum protection. He plans it that way, and he is entitled to all the protection he pays for. During the past two or three years and especially in the last few months, some agencies have, by devious devices and plans, tried to amend the methods or plan of benefit payments. Attempts have been made to stop weekly benefits by this or that organization if a person is drawing Industrial Compensation or Unemployment Compensation or other similar pay. If that isn't jipping, it looks like a reasonable facsimile.

While employment is at a high level and pay checks are regular, workers are inclined to let many things slip by that appear unimportant at the moment. That is not the way to do things. Now, when payments for future protection are at a high peak is the opportune time to safeguard full benefit payments in time of need.

Protect yourself by securing all you pay for.

1944 ATTENDANCE CARDS

Attendance Cards for 1944 will **not** be distributed on meeting dates at Jefferson Hall. All members must secure their 1944 Attendance Cards by presenting their 1943 Attendance Cards at the Union Office.

S. O. S.

Your Publication Committee herewith presents the third issue of News and Views.

As in the case with all new ventures of like nature, many wrinkles must be ironed out so that a readable and interesting publication can be assured. It must be borne in mind that your Committee has started from scratch and can accumulate experience only by actual practice. We are not journalists in any sense of the word and do not claim to be. Only by receiving the whole-hearted cooperation of the membership can any fair amount of success be achieved.

One of the handicaps which must be overcome in order to insure the success of your union paper is the present lack of reporter and contributor personnel. Your Committee is confident that among the members of our union, there is excellent reporter material and we request their cooperation.

One of the items necessary in having a lively publication of this nature is the so-called "human interest" feature. Departments and groups should select a reporter to cover their respective groups so all will be represented.

In the two preceding issues, Cylinder Heads and Barrels was the only group represented in this particular field. Put your fellow worker in print. Your Publication Committee has been entrusted with the responsibility of handling the various details connected with your union paper. Up to this time, however, they have also contributed about 70% of the reading matter in the previous issues. We are, therefore, appealing to the various departmental groups to select reporters so that every one will have the feeling that "This is my paper".

The deadline for contributions is the first of each month, and the cooperation of all contributors is necessary on this point.

One further point must be stressed, and that is that contributions and articles are subject to occasional revision or cutting in order to meet space requirements of a particular issue. Otherwise, only phraseology and punctuation errors will be corrected, and there will be no attempt made to change the content meaning of any contribution.

Please cooperate and let's have these contributions rolling in.

REMINDER

Nominations of Officers of Local 75, UAW-CIO will be held January 21, 1944.

Primary Election of Officers Saturday, February 5, 1944.

Final Election of Officers Saturday, March 5, 1944.

Election of Delegates to State CIO Convention and International UAW-CIO Conventons will be held Saturday, April 1, 1944.

The only members who will be permitted to cast Absentee Ballots will be those who are off from work due to illness or who either reside outside the limits of Milwaukee County or who will be out of the County on election days.

Any member who fails to vote in any of the above Elections and does not present an acceptable excuse to the Election Committee will be fined in accordance with the Local Union Constitution.

ABOUT CONGRESS

Since the last issue of News and Views, Congress has given another demonstration of its political form and disregard of democratic privileges for the people, especially the men and women in Armed Service.

The Green-Lucas Bill, designed to set up a Federal Commission to provide ballots for soldier voting and to see that the several States counted those ballots, was killed by the passing of a "compromise".

The compromise bill is nothing short of a Congressional insult to our fighting forces. No workable plan can be devised out of 48 different sets of State laws to get a Serviceman's vote. For example, the State of Texas (home of Congressman Martin Dies) has a constitutional law that prohibits the counting of soldiers' ballots. In some States, no legislative sessions will be held in 1944. In short, Congress devised a way to keep the Service man from voting.

By an act of Congress the date of trial of the two Commanding Officers stationed at Pearl Harbor on December 7, 1941 was postponed. The measure of national safety and home morale built by such legislation balances perfectly with a refusal to give the soldier a vote. One Wisconsin Senator, La Follette, voted against the trials while Wiley was in committee.

The order of President Roosevelt for Army operation of the railroads and the Senate action on pay raises for railroad employees gives assurance of constant operation of the roads. A substantial pay increase and other concessions of layover expenses and additional vacation provisions appears to meet some of the requests of the Unions that the Companies refused to negotiate on for nearly two years.

The House Appropriations Committee's $200,000,000 War Housing Bill was approved by Congress. Now it remains for cities and localities to secure an allotment of those federal funds for new housing. The Unions and all other organizations of low income groups should exert influence on the City Government to secure all available funds for Milwaukee housing.

LEGISLATIVE COMMITTEE
Gabriel Kuss, Chairman
Wm. Peterson, Secretary

Mandy and Rastus lived in the Kentucky backwoods and seldom saw anyone except their own children. Six months after the U. S. entered the war, Rastus decided to go to town and stock in some provisions. He was gone nearly two weeks and Mandy was much worried until she saw him coming down the lane. "Wheah yo' bin, Rastus?" "Doan lay me low hones, Ah bin hearin' some strange stories. Does you all know our Country am at wahr?" "Lawdy no, tell me 'bout it." "Wa-al, seems like United States an de Yankees too is fightin some Japs an Germans." "Whats we fightin' 'bout?" "That's De funny pa't honey. A cain't find out much but seems t' be mos'ly 'bout some gal named Pearl Harbor."

MARK TWAIN: One of the most striking differences between a cat and a lie is that a cat has only nine lives.

MRS. ROOSEVELT KNOWS---

Mrs. Eleanor Roosevelt goes many places and says things. She has the fearless tact of saying things she means, no matter whom it strikes. The Convention of the CIO in November at Philadelphia heard her scold as she truthfully spoke about strikes.

In her address to the Convention she said, "When I saw the boys in Great Britain a year ago they had not yet been actually in the fighting. Now I have had an opportunity to see boys, some of whom have spent many months actually in the combat zones, and it makes a great difference in one's realization of responsibility.

"For this reason I am glad that you have adopted your no-strike pledge, because I feel that to those boys out there the importance of production is paramount.

LET THE PEOPLE KNOW

"But I think for us at home there is something that must go along with that pledge. It is something that you and your auxiliaries must do, because nobody else knows as much about it and can do it as well—and I think sometimes you haven't done it quite as well as you should do it.

"That is, I believe that you should tell the story of injustices, of inequalities, of bad conditions, so that the people as a whole in this country really face the problems that people who are pushed to the point of strike know all about, but others know practically nothing about.

"A great part of the public in this country does not know what it is that really leads to strikes, and that, I think, is one of the things that we must do, because if workers give a no-strike pledge then it is the responsibility of the citizens of this country to see that conditions are remedied which would otherwise lead to a strike.

HOPES FOR GROWTH

"So I think the sooner we get at this work of education, the sooner more and more people learn what the real problems are, what the men who fight the war really look for when they think of coming home, the sooner we will have done something for the world and for ourselves."

No wonder the Peglers and agents of the National Association of Manufacturers would rather she stayed at home. They don't like the language she speaks.

BLOOD DONOR COMMITTEE

The Blood Donor Honor Rolls are being prepared on date of writing (Dec. 28th). Names are hand printed on cards that are pinned to the Honor Roll. Approximately 475 names will be put on rolls for a total of 665 pints. (Blood, in case you were wondering). Names only are to be listed for first donations, a number 2 for the second, a silver star for the third, and a gold star for the 5th; but for Phillip Kurzer who is a ten timer, the Committee is wondering whether a bucket should be put in back of his name. There are quite a few more donors that the Committee does not have a record of, so we request them to tell the Committee Man in their section so their names can be added.

The amount given by Local 75 is now more than two pints for each member of Local 75 in the armed services, but adding your sons, brothers, etc., we do not feel satisfied that enough of our blood will be there when the Big Push starts. SO — let's hope we don't miss you on the next trip around looking for Donors.

OSCAR KORNBLUM,
Chairman, Blood Donor Committee

"What happened," said wife excitedly, "when you asked the boss for a raise?"

"Why, he was just like a lamb."

"What did he say?"

"Baa".

FROM THE FILE

The Gallup Poll has just come through with further proof that the farm bloc does not speak for farmers. A survey of farm opinion taken on December 8 shows that a majority of those farmers who understand the subsidy question favor them. In the case of the non-farm population, opinion is better than two to one in favor of subsidies. In both cases, the widespread confusion regarding the issue points clearly to the need for a continuing campaign to clarify the subsidy question.

HOW MANY CHILDREN?

How many children in your home like comic books?

When we know how many we must supply, members will get a copy for each child who likes Colored Comics.

For the children this little book is educational. It shows how religious beliefs grew in spite of persecution. It is a teacher of tolerance and good will.

Give your Steward a card or slip of paper with your name and the number of children in your home.

There is no expense to you.

The preacher came along and wrote upon the signboard, "I pray for all."

The lawyer wrote underneath, "I plead for all."

The doctor added, "I prescribe for all."

The plain citizen wrote, "I pay for all."

THE GREEN-LUCAS SOLDIER VOTE BILL IS NOW BEFORE THE HOUSE

We can influence the House of Representatives to pass this bill.

WRITE TO REP. EUGENE WORLEY, CHAIRMAN OF THE HOUSE COMMITTEE ON ELECTIONS, telling him that you are 100% with him in his fight for the adoption of the Green-Lucas Bill.

WRITE ALSO TO YOUR REPRESENTATIVES, Howard J. McMurray or Thad F. Wasielewski, telling them that you support the Green-Lucas Bill and want to see our fighting men get the chance to vote.

Address all mail to "House Office Building", Washington, D. C.

MAKE YOURSELF HEARD ON THIS VITAL DEMOCRATIC ISSUE. BACK UP OUR FIGHTING MEN AND OUR BILL OF RIGHTS NOW!

THE DAMN FAMILY

Periodically, and especially when sincere people are busy at an emergency job, some nuisance from the wise old Damn Family has to insist on giving the lowdown for the cause of all the ills that beset a busy people doing honest work. There is plenty of ammunition for the Damn boys to use in popping off, and most of their shots of "wisdom" are just plain hairbrained popoffs: "This is wrong, why in h- do they do that? If you think I don't know what I'm talking about you can ask anybody."

They damn Roosevelt and the Democrats, Labor Unions, England, Russia and China. They damn the negro and the Jew. They damn the Victory Tax and the price of a War Bond, the farmer, and everything—almost. Look straight at them and ask, "Now that you've damned all these things, what would you do if you were given the job of correcting it all". All they can say is "Damn".

Yes, they damn everything — almost everything. No, you didn't hear them say a word about Hitler and the Nazis or about Tojo and his sneaks or about Musso and his Fascists. They were especially careful not to mention our own American Nazis and Fascists or any brand of traitor that belches disunity and disruption.

It is high time that the honest man who works, lives and breathes for a better America wakes up and damns the false crusader who has nothing to contribute but abuse for his benefactors.

ART RODS

Who is that handsome man who gives Josephine Garcia that twinkle in her eye? Be careful, Josephine!

We would all like to receive gifts from Tina Marchese — she has such wonderful taste. Remember us next Christmas, Tina.

Santa and Uncle Sam were exceptionally good to Ann Conigliaro. They sent her husband home for Christmas and stationed him in Chicago, at the Dessel School. Need we ask if Ann is happy?

CYLINDER BARREL

When one of the inspectors had a little trouble with a gauge, Bill Peterson same gallantly to the rescue. Bill is sticking to repairing now.

Junior Zalusky's unpredictable head of hair was a beautiful sight to see after Sally Krutza had it all set with bobby pins. Charlie Jugler said it was just a plain sight.

At a noon hour sheepshead game, Ervin Sprung picked up the blind on what he thought a pretty good hand, and then played along as Sam Nettinger and Gregory Lackas took in all the tricks. "I'll believe anything now," says Ervin.

Our sympathies are extended to Nick Strauss whose Mother died recently.

N.M.U. Sues Chicago Tribune

Suit for $200,000 against the Chicago Tribune and Robert McCormick has been filed by the National Maritime Union. The Tribune had printed a story that sick and wounded marines had been forced to unload boats because members of the Merchant Marine refused to work on Sunday. The suit pointed out that at the time the article was printed the loss of life among members of the Maritime Union was greater in proportion to members involved, than in the Armed Forces of the U.S., and that the intention of the article was to "smear" the N.M.U.

DEPARTMENT 53—TOOL GRINDING NIGHTS

The boys are all wondering where "Chip Breaker" Wilde was headed for one stormy night with a goat in the back seat of his car.

We hear that Don Johnson was rushed to the Emergency Hospital after a holiday dinner. A piece of turkey lodged in his throat. (A tip on etiket, Don — Always swallow your turkeys head first, never feet first — they just won't go down).

After much searching your Department reporter suggests that John Nagy look through an authentic movie guide. We found a picture titled "Woman in Bondage", but we doubt that the one you want to see — "Women In Bandage" has been released yet. Be patient, it may happen.

The night hours pass pleasantly while Joe Wirnsberger sings at his work but the real treat of the week is to hear "Heinie" Ehlers sing "Pistol Packin' Mama".

(With our apologies to Blood Donor Committee).

If the Blood Donor Committee is awarding honors for faithful givers, real consideration is requested for the Tool Grinders.

High man of the Department is Rudy Juerges, Third Shift. He has donated five times since the Union started the plant campaign. Elmer Johnson is close to Rudy's record with three visits to the Red Cross Center and one donor transfusion to another member of our Local. Seven of the boys have donated three pints of blood and there's a nice list of double donors. The last check of the record showed 65 pints of blood donated by one of the smallest departments in the plant. Can anybody beat that or even tie it? Let's go.

DEPARTMENT 53—DAYS

The fellow with the real holiday spirit just can't help but show it. Al Krueger bought a New Year treat of soda for the whole gang. May you see many more New Years, Al — all happy ones.

The best wishes of the Department to Jack Pupeter and Jack Walsh who celebrated birthdays during the holiday weeks.

Anyone with a four inch brush can paint a blower pipe that holds still, but the real Master is the guy who can decorate the heels of any man that comes into the Department before he can get out again.

All Prissel must have enjoyed Christmas. His Sailor son was home for a few days. No sir Al, nothing can equal a son in Navy Blue.

If Leo ever gets to eat all the ice cream promised him, "if I win" he'll be farther ahead of the game than anyone else.

Several of the boys on all shifts lost a round or two to the flu and colds. Its good to see you all back on the job again.

MARK TWAIN: If you pick up a starving dog and make him prosperous, he will not bite you. This is the principal difference between a dog and a man.

WRITE TO THAT UNION BROTHER

Another group of names and addresses of our Brothers in the service of their Country is included in this issue of "News and Views".

The Military Service Committee is sending the local paper to those Brothers in the armed forces and judging from the returns so far, the paper is being favorably received.

One of the difficult features relative to this section of the paper is the fact that some of the boys move so often that the addresses published are sometimes not of the latest, and consequently, these members are temporarily "lost" so to speak until correct addresses are received.

The members are urged, however, to drop a line or two to their fellow workers in the service. Let them know that they are still remembered back home.

LETTERS FROM OUR BROTHERS IN THE SERVICE

Dec. 23, 1943

Local 75 UAW-CIO Aux. 2
308 E. Center St.
Milwaukee 12, Wis.
Dear Chairman:

I received your very novel Christmas greeting and gift today. Please accept sincerely my warm-hearted thanks.

Again, as in the past, your organization is to be highly commended for your efforts and thoughtfulness of Brothers and Sisters in the service of the Greatest Nation.

Your efforts are doubly appreciated since we know that you are with us whole-heartedly, toiling daily at your bench besides buying bonds, donating blood, among other unselfish deeds, in order to bring Victory and peace to all as early as can be accomplished.

May God reward you for your untiring efforts and kindheartedness.

Sincerely,
Your Brother-in-Arms
T/4 Paul P. Aspenleiter 36238380
Hq. 10th Tank Battalion
APO 255 (Indiantown Gap
Mil Reservation, Pa.)

Saturday, Dec. 11th, 1943
8:00 p. m.

Dear Madames:-

I wish to extend my sincerest appreciation to your organization for the work you are doing for the service man.

I received your greeting card with an enclosed Money Order. I am deeply gratified by your thoughtful gesture and thank you all with heart-felt sincerity.

I have been in the Pacific area for over two years at the present, and as you know I, like any other soldier, am looking forward to my return home which I hope will be soon.

Maybe next Christmas will see the war near an end, and, if miracles still do happen, the possibility of enjoying these same holidays, in my own home, would be more than I could ask for.

I thank you once again for your wonderful work and my personal gift.

I remain,
Sgt. Edward A. Sarnecki, 36217115
428th Reg. (C.A.) Hq. Bty. 1st Bn.
A.P.O. No. 914 c/o Postmaster,
San Francisco, Cal.

Sign on a big cross-country truck: "This Truck Stops for All Cross-roads, Blondes, Brunets, and Will Back Up 25 Feet for a Red Head".

WRITE TO YOUR UNION SERVICE MAN

P.F.C. Louis Ploeckelmann
Co. G 36 Armd. Inf. Regt.
A.P.O. No. 253 c/o Postmaster
Indiantown Gap, Pennsylvania
U. S. Army

Pvt. Joseph Pribanich
Btry. A 176 F.A. Bn.
Army Post Office 29th
Fort Story, Virginia

Pvt. William Przeslowski
Co. A 14th Armd. Regt.
9th Armd. Div. A.P.O. No. 259
Fort Riley, Kansas

Cpl. Frank H. Reese 36209691
Det. of Patients
155 Sta. Hosp.
A.P.O. No. 923 c/o Postmaster
San Francisco, California

P.F.C. Edward Roszak 36214479
Btry. B 1st Bn. 225 F.A.
A.P.O. No. 961 c/o Postmaster
San Francisco, California

Sgt. Edward A. Sarnecki 36217115
714th Btry. (C.A.)
A.P.O. No. 955 c/o Postmaster
San Francisco, California
Territory of Hawaii

P.F.C. Albert J. Schmidt Jr.
Maint. Co. 11th Armd. Regt.
10th Armd. Div. A.P.O. No. 260
Fort Benning, Georgia

Pvt. Fred Schroeder 36230567
Co. A 807 Eng. Bn. Avn. (Sefr)
A.P.O. No. 980, Seattle, Washington

Pvt. Gust Sdun
Co. K 128th Inf. A.P.O. 32nd
C/o Postmaster New York City, N. Y.

Cpl. Joseph Siegel
Btry D 93rd C.A. (AA)
M.A.A.R. A.P.O. No. 955
C/o Postmaster
San Francisco, California

P.F.C. Louis A. Skrzypezynski 36230693
Fifth Sig. Co. U. S. Army
A.P.O. No. 5 c/o Postmaster
New York City, New York

P.F.C. J. Taubert
Co. "B", Sta. Comp. Bn.
Camp Patrick Henry
Newport News, Virginia

Walter Tesch S F 3/C
Co. C Platt 3 Navy Post Office 10894
96th Naval Const. Batt.
C/o Fleet Post Office
New York City, New York

Pvt. Alfred Thompson
Btry. B 101st F.A. Bn.
A.P.O. No. 26
Fort Jackson, S. C.

Pvt. John M. Tomatz
A.T.Co. 379th Inf.
A.P.O. No. 95
Camp Swift, Texas, U. S. Army

Pvt. John Tratnik
Maint. Co. 14th Armd. Regt.
9th Div. A.P.O. No. 259
Fort Riley, Kansas

P.F.C. Leo E. Tutkowski 36243340
8th Service Sqd. A.P.O. No. 922
C/o Postmaster U.S.N.
San Francisco, California

S/Sgt. John Varga
Hq&Hq. Sqd. 11th A.D.G.
A.P.O. No. 3052 c/o Postmaster
New York City, New York

P.F.C. Edward C. Wenzel
Troop C 106th Cav. (Mecz)
A.P.O. No. 403 Annex c/o Postmaster
Shreveport, La.

Sgt. Sigfried J. Zelazek
3424 Ord. Co. (MM) (Q)
A.P.O. No. 305
New York City, New York

LETTERS FROM OUR BROTHERS IN THE SERVICE

Somewhere in England
Sunday, December 5, 1943

Dear Friends:

I will write you a few lines letting you know that I am well and hoping everything is going smoothly back in the States. We are kept very busy and on the go most of the time and we have very little time for writing letters.

I am looking forward to the time when this whole thing is over and we boys can return to the States.

I wish to thank Local 75 and the Women's Auxiliary for thinking of the boys in service. The money order for Five Dollars came in very handy.

I am looking forward to when the lights go on again all over the world. Walking around here evenings in these blackouts sure gets tiresome.

Sincerely
P.F.C. Louis Ploeckelman
A.S.N. 36213067
Co. G 36 Armd. Inf. Regt.
A.P.O. 253 c/o Postmaster
New York, N. Y.

Hi Frank:

Received the first publication of the paper "News and Views". I sure was surprised and happy to get it, especially after being away from the organization for so long a time. It was nice reading about things and fellows that are just a vague memory now. And I'm glad to see that so many of the old timers are back as Stewards again.

Received a package from the Local yesterday from a party named L. Miller. I wish you would thank him or her for me.

Tech. Sgt. Fred Hauf, 36272560
91st Signal Co. APO 91
Camp Adair, Oregon.

MARK TWAIN: "Reader, suppose you were an idiot. And suppose you were a member of Congress. But I repeat myself."

December 18, 1943

Local 75 News and Views:
308 E. Center St.
Milwaukee, Wisconsin

I just received your first issue of News and Views, and it sure is nice to know that we boys are not yet forgotten by our friends back home. I've been in the Army almost three years now, and still have not had the good luck to go across but I think it won't be long now. I hope so anyway; I'm getting kind of tired doing nothing but cook. I'm a cook in my company; of course I know the boys have to eat, but I sure would like to do a little more for my Country. Oh well, it takes all kinds of work to win a war so I suppose I'll have to be satisfied for the time being anyway.

Pvt. Albert Schmidt
Service Co. 712th TK. BN.
Ft. Jackson, S. C.

Milwaukee Service Committee
Women's Auxiliary No. 2
Local 75 - UAW-CIO

Fellow Members:

Your card and the Money Order reached my base while I was back home on a long awaited leave. When I came back, it was good to get it. My sincere thanks for it. I was grateful and proud to receive it, knowing that I was remembered.

My leave back home was wonderful, each and every minute of it. It did my heart good to have the opportunity to go back to Seamans and go through the Plant. It was even better to see all the fellows I used to work with in the days before the maniacs in Berlin, Rome and Tokyo set the world we knew on fire.

Fraternally,
Warrant Officer
Reino S. Kotilainen
Air Base HQ. A.P.O. 865
c/o P. M. N.Y.C., N. Y.

Camp Hood, Texas
December 17, 1943

Local 75 - UAW-CIO
308 E. Center St.
Milwaukee, Wis.

Dear Brothers and Sisters:

Received a copy of the local paper, "News and Views". I certainly was glal to get some union news. I congratulate you on the issue of this paper. I sincerely believe that the size of this paper will grow with our organization.

Thanks very much for the Christmas greeting card. That folding lettuce in the "bill fold" sure was very indicative of the old union spirit and makes a fellow feel as though he was back with his buddies at the Annual Christmas Party of Local 75.

From your Brother in the Service
Sgt. Clarence Domanek, 36239925
C. "C" Academic Regiment
Tank Destroyer School
Camp Hood, Texas.

December 3, 1943
- - IRAN - -

Dear Friends:

I received the Christmas Greeting card and also the check for the amount of $5.00.

Please accept my sincere thanks and appreciation. It was certainly a most welcome surprise.

A surprise, a letter, or just a few words makes the boys in service (especially those overseas) indeed very happy.

It gives them that great and grand feeling and the gloriously blessed conviction that there is someone back home (besides the loved ones) who thinks of them.

Again thanking you from the fullness of my heart, I remain

Respectfully yours,
Pvt. Andrew Kurucz, 36252703
Co. "D" 727 Military Police Bn.
A.P.O. 783 c/o Postmaster
New York, N. Y.

106.

1. Comments
2. Rates of Women Employees Automatic Rate advances for men
3. Constitution of International Union

106

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent M.Bagwell Date July 29,1944
Plant involved Wrought Washer Mfg. Co.

Name, title, address and department of persons interviewed

Mr. William Stone, President, 617 S. Bay St., Milwaukee, Wis.

Mrs. Delia Dietrich, Treasurer, (formerly) Packer & NOW- Plant Office Worker, 347 E. Wilson Ave., Milwaukee, Wis.

MissStella Cieslak, Sorting Washers, 925 E. Lincoln Ave.,Milwaukee, Wis.

Miss Emma Tronnier, Rec. Sec., Plant Office, 4270 So. Nicholson,Milwaukee, Wis.

Mr. Andrew Terrai, V. P., 2623 S. Linebarger Ter., Milwaukee, Wis.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U. S. A. Affiliation CIO
2. Local No. 1673 Address
3. How long local organized? Since 1938
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? 1938
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	All plant employees		Union members	
	Men	Women	Men	Women
Wrought Washer	160	160	160	160

8. Union cost to worker:

	Men	Women
a. Initiation fees	$3.00	$3.00
b. Dues (specify period covered) (per mo.)	1.00	1.00
c. Fines (" what for)	50¢ fine for not attending union meetings.	
d. Other	None	

9. Women's local union activities:

a. Union committees on which women serve:

None

(Will organize Political Action Committee - will have women members)

b. List other committees:

None

c. Local union offices held by women:

Recording Secretary,
Treasurer

d. Attendance at union meetings:

"Attend pretty well" - as well as men.

10. Union program for increasing women's participation in union activities: (Give source of comments.)

No special program but Nerrai and Stone said that they had not allowed any discriminating clauses in the contract or to job classification by sex. However, they felt that the company was discriminating against the women on some jobs. Was indicated that former president had not been able to prevent this.

11. Attitude of local union officials interviewed toward:
a. Continued employment of women:

Nerrai - Union demanded equal seniority rights for women.
Stone - In any lay-off men and women will go out of plant strictly by seniority.

b. Equal pay

Nerrai - Said that union had insisted on rate of job for women.

Stone - (Had just been elected president) Indicated that former president had not given satisfaction to members. He said that the company had argued that women couldn't do work in packing that men did and that on cranes they claimed that men were on more dangerous work.

(Continued on back of this page)

Continued from Page 2.

11 - b - Equal Pay.

Women interviewed all said that the women on packing (about 10 women) 1 crane operator and the tractor drivers (women have replaced all men), all do same work men did but get less pay. They think that with a new president things may be straightened out.

B. Plant Union Data:
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Wrought Washer Mfg. Co.
2. Address 2100 S. Bay St., Milwaukee, Wis.
3. Product Washers, tools, dies, stampings for electric fixtures, etc.
4. How long since union had contract in this plant: 1938
5. Payment of dues: checkoff ____ Steward # Other (specify)
6. How long women in this plant members of union: Since 1938
7. Were women employed on production in this plant in normal times: Yes (about 5)
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes # No
      No. men 5 No. women 0

   b. Labor management committees: Yes # No
      No. men NR No. women 0

   c. Shop steward: No. men 7-8 No. women 1 (for all women)

   d. Grievance committees: No. men (Same as Bargaining Committee) No. women
      If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Sorting Washers	Only few older or handicapped men	Majority of Women	NR	1 (for all women)		
Tractor drivers	0	All				
Crane operators	NR	1				
Packing	Few	10				

e. Other union committees in plant; their functions; and state if women are members:

None Reported

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Nerrai - Union got the rate of job for women. Same as men's if on same work

Stone - Said union demanded rate of job for women but company claimed that jobs were different or that women could not do the work of men

b. Training and upgrading opportunities:

Nerrai and women interviewed said that upgrading was done by seniority. However, majority of jobs women can perform are those sorting washers.

c. Seniority rights:

Union has secured same seniority for men and women

d. Special activities in regard to community services:

None

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

—

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Women interviewed Seemed to blame the former president and the older men in the plant for failure to get equal pay on packing, tractors, and crane jobs. (This does not affect majority of women who are on sorting washers and where women are employed except old or handicapped men)

Women interviewed seemed to have confidence in Stone.

Dietrich - Women have gained equal seniority rights through the union. She said women were rather disgusted at the delays but thinks that the new president may be able to improve things

C. Plant Practices: (Productive workers)

1. Are there any:

   a. So called "women's jobs"? Yes _____ No #

   b. Men's jobs on which women are employed? Yes # No _____
   (Women have replaced men on packing & tractors)

   c. Are inexperienced men and women generally started on same job?
   Yes # No ✓
   211
   only older men began on same jobs as women -

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes _____ No #
   (2) For "men's" jobs on which women are employed? Yes ____ No #

3. How is comparability of women's work on men's jobs determined:

   a. By decision of management? Yes # No _____

   b. By bargaining? Yes _____ No _____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
   No. Women advance to any job qualified for by seniority

   If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a. Are seniority lists maintained:
(1) by department _____ If so, by sex Yes____ No____
(2) plant wide ___#___ If so, by sex Yes____ No #
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary and/or regular workers_____ If so, by sex Yes___ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No___#___
(2) lay-off Yes_____ No___#___
(3) rehiring Yes_____ No___#___

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1_____ 2_____ 3_____

a. Check shifts on which women are employed: 1st_#__ 2nd_#__ 3rd_____

b. Does placement depend on seniority: Yes_____ No_#___
Explain:

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men_____ Women_____
d. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

	Day Shift		Night Shift	Men	Women
a. Length of lunch period:	Men 30"	Women	30 Min.	15 Min	30 Min.
b. Paid for:	Men No	Women	No	Yes	No

c. If sex differential, give reason

Was stated that State law required the longer lunch period for women

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence Yes - upon request

(1) If yes, what is time limit? Not definite

(2) Are seniority rights retained? Yes # No _____

(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) # (Majority of women)

b. Piece (Some women on presses on piece work)

2. Are any occupations and rates specifically listed by male and female:

Yes _____ No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female _____

b. Lower for female _____

c. Higher for female _____

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Andrew Nerrai and William Stone
(2) Verified by reference to contract Contract not available at time of interview
(3) Contract attached to schedule (President had only 1 copy - Will mail new one when approved by W. L. B.)

b. Date contract expires Nov., 1943

c. Kind of contract: (Check)

(1) Closed shop or union shop
(2) Maintenance of membership #
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #
(1) If not, rates: Men 60¢ Women 55¢ (Cont'd on back of this page)

b. Automatic progression policy: Yes # No _____
(1) If such policy, same for women as for men: Yes # No _____
If policies differ, explain: (where on same jobs)

(See attached sheet - Automatic advances for men and women employees)

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: Yes _____ No #
(3) By rate of job regardless of sex: Yes # No _____

d. Does contract openly discriminate against women: Yes _____ No #
If so, explain:

e. Mention of women in contract? Yes _____ No # Explain:

2. Wages

(1) Men and women do not begin on same jobs. Women begin and majority continue as washer sorter. Only older or handicapped men begin and continue on this job.

3. Seniority:

a. Provisions regarding seniority lists:

(1) by department _____ If so, by sex Yes____ No____
(2) plant wide # If so, by sex Yes____ No #
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No___

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #
(1) Maximum length _____
(2) Length of service necessary to get maximum _____

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

1 year's employment - 2 days vacation with pay
2 years " - 3 days vacation " "
3 " " - 4 " " " "
4 " " - 5 " " " "
5 " or over " - 6 " " " "

F. War Labor Board Case

1. Title of case Wrought Washer Mfg. Co. U. S. A. #1673 - C. I. O. Regional number NR

2. Status of case:

a. Pending before: Regional Board #_____, National Board _____

b. Settled by: Regional Board (date)_____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute #_____

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of 1944 contract - Wage questions, vacation plan.
No questions affecting women separately.

5. W.L.B. Ruling:

COMMENTS:

JOBS AND RATES:

Men are hired in on more skilled or heavier jobs so do not begin on same jobs women do.

Women have replaced men as - Crane operators,
Tractor drivers
Packers
Press Operators

Mr. Stone said that women could do same work as men on packing.

Mrs. Dietrich stated that she had been a Class B Packer that she did even more than men. She asked to be classed as A Packer but the foreman said "Women can't be A Packer".

Miss Tronnier stated that many women preferred to remain on sorting washers as they could sit.

Stone - said that on tractor jobs the company claimed that men had greased own tractors but women interviewed said that this was not exactly true. That one man did the greasing on extra time on Saturday.

Stone - Said that on cranes, the men handled the more dangerous work.

Wrought Washer M/g. Co

November 27, 1942

RATES OF WOMEN EMPLOYEES

Beginning rate - 55¢ on sorting washers

Automatic Advances

The following jobs pay 2¢ extra after 4 weeks on the job, and 3¢ more after 8 weeks on the job. 60¢ maximum.

1. Sorting at boxes
2. ~~Air Corps packers~~
3. Paper Box folders
4. Paper box gluers

Jobs paying 2¢ extra or 62¢ maximum:

1. ~~Air Corps weigher - 2¢ at once~~
2. Auto-feed press operators - 2¢ at once
3. Helper for foot press operator - 2¢ at once
4. Paper box packers - 2¢ at once

Jobs paying 64¢ per hour:

1. ~~Box makers (setting up K.D. Boxes) - 64¢ at once~~
2. ~~Stenciling boxes (Air Corps and export) - 64¢ at once or distributing cartons.~~

Jobs paying 65¢ per hour

1. Tractor drivers - 65¢ at once (no men on tractors now) (Men get 90¢)
2. Crane operators - 65¢ at once. (Men get 90¢)
3. Washer packers (putting up orders) 65¢ at once
4. Operator of foot press (bundling) one per shift - 65¢ at once

Jobs paying 60¢ to start:

1. Gaugers and raw material dept. - 60¢ at once
   2¢ raise in 2 weeks and 3¢ raise in 4 weeks total to 65¢.

Jobs paying 66¢ per hour:

1. Hand feed press operators - 63¢ at once, 66¢ in 2 weeks

When transfer to lower rated jobs are requested, due to physical inability, the rate of the new job will automatically apply.

Jobs paying 68¢ from date of transfer:
Packer learner - 68¢
Packer - Class C - 72¢ in 4 wks.
" - " B - 76¢ " 8 wks → Women stapleers - do not go to Class A at 84¢ as men did. No men packing now -

Note - Jobs marked out not now performed in plant

Wrought Washer Mfg. Co.

AUTOMATIC RATE ADVANCES FOR MEN

EFFECTIVE DEC. 7, 1942

Jobs paying 60¢ per hour:

Washer sorters stay at this rate until transferred.

Jobs paying 60¢ and 65¢ per hour:

When hired or transferred to the following jobs, the rate is advanced to 62¢ in 2 weeks and to 65¢ in 4 weeks total unless job carries a higher rate.

Gaugers etc. (Women on same job at same rate)
Sweeper
Unloading raw material
All around labor
Packing square washers
Tumbler helper (Special washers)
Screening washers
Auto feed operator — (Women on same job at same rate
Hand material movers
Baler operator
Box maker
Scrap shear
Cooper
Packer helper
Levelling scrap
Car loader

Jobs paying 68¢ per hour from date of transfer:

Shear helper - 68¢
Shear operator B - 72¢
Packer learner - 68¢
Packer Class C - 72¢ in 4 weeks
Packer Class B - 76¢ in 8 weeks total
Keg header
Stock room helper

No women packing now

Men formerly were advanced to Class A @ 84¢

M.H. Disch 12/18/42
Charles W. Newman

107

1. Comments
2. Labor Contract #7
3. Labor Contract #8
   Schedule "A" to Labor Contract #8

107

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No. 44-4406
Approval expires 7/15/44

Agent M. Bagwell Date 7-29-44
Plant involved George J. Meyer Manufacturing Company

Name, title, address AND DEPARTMENT of persons interviewed Contract A Machine

P. J. Martin, Financial Secretary, 2856 W. 26th St., Milwaukee, Wis.

Mrs. Martha Sarsky, Shop Steward & member of Bargaining Committee, Shot Plant; 2563 A. N. 37th St., Milwaukee, Wis.

Miss Kate Olson, Shot Plant, 2824 E. Denton Ave., Cudahy, Wis.

Mr. Walter Hart, Pres., 3216 So. 10th St., Milwaukee, Wis.

Miss Betty Klugler, Shot Plant, 3243 E. Layton St., Cudahy, Wis.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U. S. A. Affiliation C.I.O.
2. Local No. 1258 Address
3. How long local organized? March, 1937
4. Type of worker: (1) productive # ; (2) clerical ; (3) maintenance #
5. How long women members? 1942
6. President's name and address, if not listed above
7. Plants organized by local union:

Names	Approximate Figures: All plant employees Men	All plant employees Women	Union members Men	Union members Women
George J. Meyer Mfg. Co.	333	328	326	180

8. Union cost to worker:

	Men	Women
a. Initiation fees	$3.00	$3.00
b. Dues (specify period covered) (per mo.)	1.00	1.00
c. Fines (" what for)	None	
d. Other	None	

9. Women's local union activities:

a. Union committees on which women serve:

Bargaining Committee

b. List other committees:

None reported

c. Local union offices held by women:

None

d. Attendance at union meetings:

Attend pretty well - "a little better than the men".
However, attendance is not so good for men or women

10. Union program for increasing women's participation in union activities: (Give source of comments.)

None

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Martin - "Depends on production" - if production goes down return service men will push women out - Men do not resent women in shop.

Hart - Said women would continue in plant if production keeps up. Service men guaranteed their jobs.

b. Equal pay

Martin - Women should have equal pay, this should be established not only in their interest but in interest of men also. He said they were able to stop company's efforts to put women on at lower pay right in the beginning. Said 72¢ rate agreed to as women did not want to do certain jobs. Men & women not on same jobs generally

Hart - Did not explain why women have lower rates

B. Plant Union Data:

(Attach copy of current contract and supplemental agreements.)

1. Name of plant George J. Meyer Manufacturing Company

2. Address So. Meyer Place., Gudahy, Wis.

3. Product Bottle handling equipment (Bottle Washers, sterilizers, etc.)

4. How long since union had contrast in this plant: 1937

5. Payment of dues: Checkoff____ Steward # Other (specify)____

6. How long women in this plant members of union: 1942

7. Were women employed on production in this plant in normal times: No

8. Women's union activities in this plant:

a. Contract or bargaining committees: Yes # No____

No. men 3 No. women 1

b. Labor management committees: Yes____ No #

No. men____ No. women____

c. Shop steward: No. men 9 No. women 1

d. Grievance committees: No separate committee No. men____ No. women____

If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women
Main Plant	284	33	9	0		
Shot Plant	49	295		1		

e. Other union committees in plant; their functions; and state if women are members: Safety & Health. (Joint company and union)

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Martin - Said union had agreed to transfer of men from main plant to shot plant (when this work began) with their same rates guaranteed. Then flat rate was set for women (72¢) due to fact that women refused to do jobs they disliked.

Sarsky - Said that women on machine jobs in Main Plant were doing work formerly performed by men.

Olson - Said she had gone on set up job to replace a man who had made 87¢ and the foreman wants to give her only 80¢ although there is no difference in the work. The Steward, Mrs. Sabatka, union is taking up the case and asking equal pay. She said the women seemed satisfied with the 72¢ rate on the other jobs.

b. Training and upgrading opportunities: (Continued on back of this page.

Martin - No program of training or upgrading men or women
Company prefers to keep women on one job.

c. Seniority rights:

Martin - Same for men and women

Women interviewed said the union had secured the same seniority rights for them that men had and that any lay-off would be by plant wide seniority.

d. Special activities in regard to community services:

None

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

—

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Sarsky - Says the women are not interested enough for the union to be as effective in their interest as it might be; that the union has secured wage raises, fairer treatment, etc. (She seems to be trying to do a very good job for the women in her position as shop steward and member of Bargaining Committee.)

Olson - Said that union "secured raises for them"; that she had been satisfied with the 80¢ rate offered her on set up job as she had no family responsibility but ~~the~~ union had taken up her case for equal pay

Steward, Mrs. Sarsky,

e. Other union committees in plant; their functions; and state if women are members: Safety & Health (Joint company and union)

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

Martin - Said union had agreed to transfer of men from main plant to shot plant (when this work began) with their same rates guaranteed. Then flat rate was set for women (72¢) due to fact that women refused to do jobs they disliked.

Sarsky - Said that women on machine jobs in Main Plant were doing work formerly performed by men.

Olson - Said she had gone on set up job to replace a man who had made 87¢ and the foreman wants to give her only 80¢ although there is no difference in the work. The union (Steward, Mrs. Sarsky) is taking up the case and asking equal pay. She said the women seemed satisfied with the 72¢ rate on the other jobs.

(Continued on back of this page.

b. Training and upgrading opportunities:

Martin - No program of training or upgrading men or women
Company prefers to keep women on one job.

c. Seniority rights:

Martin - Same for men and women

Women interviewed said the union had secured the same seniority rights for them that men had and that any lay-off would be by plant wide seniority.

d. Special activities in regard to community services:

None

Continued from Page 4.

9 - a:

Hart - Did not indicate that Committee had thought much about this question. Just beginning negotiations on new contract and expect to ask that wage question be left open pending decision of W. L. B. on steel case.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes # No_____

b. Men's jobs on which women are employed? Yes # No_____

c. Are inexperienced men and women generally started on same job?
Yes_____ No #

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes # No_____
(2) For "men's" jobs on which women are employed? Yes_____ No #

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes_____ No_____

b. By bargaining? Yes # No_____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:

If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

Women interviewed said that women's rate was lower than men's but they did not seem dissatisfied about it. They did not know why they had the flat rate of 72¢. They did not seem to feel that the men were prejudiced at all.

5. Seniority:

a. Are seniority lists maintained:

(1) by department_____ If so, by sex Yes_____ No_____
(2) plant wide __#_____ If so, by sex Yes_____ No #
(3) occupation _____ If so, by sex Yes_____ No_____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a. Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes_____ No #
Explain:

Hired on any shift as needed

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men_____ Women_____
c. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

Had a rest period of 15 minutes for women and when requested job classification was taken away

8. Lunch periods:

a. Length of lunch period: Men None Women Thirty Minutes

b. Paid for: Men _____ Women No

c. If sex differential, give reason

9. What is plant practice in regard to pregnancy:

* a. No policy: #

b. Discharge: _____

c. Leave of absence _____

(1) If yes, what is time limit? _____

(2) Are seniority rights retained? Yes _____ No _____

(3) With pay? Yes (specify length) _____ No _____

*Company tried to work women as long as they can - Women just quit.

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) #

b. Piece None in plant

2. Are any occupations and rates specifically listed by male and female:

Yes _____ No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female _____

b. Lower for female _____

c. Higher for female _____

Negotiations beginning on new contract. Committee wants to leave wage question open pending W. L. B. decision on steel case.

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with P. J. Martin

(2) Verified by reference to contract # (Also Job Classification and rate sheet)

(3) Contract attached to schedule # (copy Job classifications and rates not available)

b. Date contract expires July 31, 1943

c. Kind of contract: (Check)

(1) Closed shop OR UNION SHOP

(2) Maintenance of membership

(3) Other Exclusive Bargaining Agency

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes # No

(1) If not, rates: Men Women

b. Automatic progression policy: Yes # No

(1) If such policy, same for women as for men: Yes # No

If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes No #

(2) By equal pay clause: Yes No #

(3) By rate of job regardless of sex: Yes # No

d. Does contract openly discriminate against women: Yes No #

If so, explain:

e. [redacted] Mention of women in contract? Yes No # Explain:

3. Seniority:

a. PROVISIONS REGARDING SENIORITY LISTS: p 7

(1) by department _____ If so, by sex Yes _____ No _____
(2) plant wide # If so, by sex Yes _____ No #
(3) occupation _____ If so, by sex Yes _____ No _____
(4) temporary (DURATION) and/or regular workers _____ If so, by sex Yes _____ No _____

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes _____ No #
(2) lay-off Yes _____ No #
(3) rehiring Yes _____ No #

If yes, explain:

Each employee shall be entitled to two (2) hours vacation pay for each

4. Working Conditions:

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men _____ Women _____
(3) Paid for: Men _____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes _____ No #

(1) Maximum length _____
(2) Length of service necessary to get maximum _____

d. Does contract provide for paid vacations: Yes # No _____
If yes, state provisions.
Each employee shall be entitled to two (2) hours vacation pay for each eighty-eight (88) hours worked during the year ending June 30,1943 at his hourly day rate on June 30, 1943, with the following maximum vacation pay based upon the years of continuous service completed by each employee on June 30,1943:

(Continued on back of this page) p. 6

Continued from Page 10.

No. of Years Continuous Service completed on 6/30/43	Maximum vacation Pay Allowable to Each Employee in such class	Maximum Vacation Period Allowable to Each Employee in such class
Five years or less	40 hours	7 calendar days
Six to 10 years	48 hours	8 calendar days
10 years and over	56 hours	9 calendar days

F. War Labor Board Case

1. Title of case George J. Meyer Mfg. Co., Cudahy, Wis. Regional number N R
U. S. A. #1258 - C I O

2. Status of case:

a. Pending before: Regional Board #, National Board_____

b. Settled by: Regional Board (date)_____, National Board (date)_____

3. Type of case: Voluntary # Dispute_____

4. Issues: Explain those affecting women specifically, i.e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Approval of 1943-1944 contract (No changes especially affecting women)

Company classified about 200 jobs as labor grades
Union demanded reclassification and back pay.
Claims classified wrong

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract_____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision_____

   d. Not yet in effect_____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

COMMENTS:

Participation of Women in Union Activities:

Mrs Sarsky - Said that women were not active due to fact that turnover is high, some expect to quit after war etc.

Martin - Said that many women were interested only in money to buy fur coats.

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U. S. Department of Labor
WOMEN'S BUREAU
Washington

Budget Bureau No.44-4406
Approval expires 7/15/44

Agent M.Bagwell Date Oct. 6,1944
Plant involved Carnegie Illinois Steel Corp.,South Works

Name, title, address and department of persons interviewed Agreement A Marked

Mrs. Joanne Kelley, Inspector (52" Structural Mill,), Editor of Local 65,U.S.A.Newspaper 8032 Kingsport Ave., Chicago,Ill.

Miss Elsa Graves, Slow Cool operator, 6211 E. Greenwood Ave., Chicago, Ill.
Albert Towers, Pres.,U.S.A.Local 65, 9008 Commercial Ave., Chicago,Ill.
Steve Lesniewski, Rec. Sec., U.S.A. Local 65, 9008 Commercial Ave., Chicago,Ill.
Miss Katharine Martin,Chmn. of Women's Org.Com,Steward,Elec.Shop,Meter Repair, 7652 Phillips Ave.,Chicago
George Mischeau, International Rep., U.S.A., Local 65, 9008 Commercial Ave.,Chicago,Ill.
Miss Virginia Lasser, Steward, " " ,7652 Phillips Ave.,Chicago,Ill.

Trade Union Survey

A. Information Concerning Local Unions

1. Name of Union U.S.A. Affiliation C.I.O.
2. Local No. 65 Address 9008 Commercial Ave., South Chicago, Ill.
3. How long local organized? Seven years
4. Type of worker: (1) productive # ; (2) clerical ____ ; (3) maintenance #
5. How long women members? Two years
6. President's name and address, if not listed above Albert Towers, 9008 Commerical Avenue, Chicago,Ill.
7. Plants organized by local union:

Names	(Appriximate figures) All plant employees Men	Women	Union members Men	Women
Carnegie-Illinois Steel Corp., South Works	12000	2000	8000	1000

8. Union cost to worker:

	Men	Women
a. Initiation fees	3.00	3.00
b. Duos (specify period covered)	1.50	1.50
c. Fines (" what for)	None	None
d. Other	"	"

9. Women's local union activities:

a. Union committees on which women serve:

Women's Organizing Committee

b. List other committees:
Servicemen's Committee
Workmen's Compensation
Polish,
Negro
Legislative
Political Action

c. Local union offices held by women:

None

d. Attendance at union meetings:

Poor

10. Union program for increasing women's participation in union activities: (Give source of comments.)

Joanne Kelley - stated that Union had not had any program specifically directed toward the women. She feels that she could have made better use of union newspaper than she has.

Cont'd on back of this page

Mr. Mischeau - said that they had had social activities, dances, parties and special women's meetings.

11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

Mr. Mischeau - Thinks work in steel mills is not suitable for permanent work for women and that they will not want to remain after the war. He said that turnover among women was high.

Steve Lesniewski - Stated that women had proven that they could do jobs but that seniority would push them out. He said that some of the

(Cont'd on back of this page)

b. Equal pay

Mischeau - Believes that women should get same rates as men

All persons interviewed said that the Union officials had been O. K. in regard to securing equal pay for women.

B. **Plant Union Data:**
(Attach copy of current contract and supplemental agreements.)

1. Name of plant Carnegie-Illinois Steel Corp., South Works,
2. Address 3426 E. 89th St., Chicago, Ill.
3. Product Basic Steel - billets, blooms, slabs, plate, shapes, bars, rods, rails, angles, beams, channels
4. How long since union had contract in this plant: Seven years
5. Payment of dues: checkoff # Steward ____ Other (specify) ____
6. How long women in this plant members of union: Two years
7. Were women employed on production in this plant in normal times: No
8. Women's union activities in this plant:
   a. Contract or bargaining committees: Yes ____ No # ____
   Not for South Works, Bargaining Committee is company wide.
   No. men ____ No. women ____

   b. Labor management committees: Yes # ____ No ____
   No. men 7 ____ No. women 0 ____

   c. Shop steward: No. men 354 ____ No. women 30 ____

   d. Grievance committees: No. men 42 ____ No. women 0 ____

   If "c" and/or "d" are set up on a departmental basis, enter names of chief women employing departments and if obtainable, additional data requested below: -

Department	Number employed		Shop stewards		Grievance committee	
	Men	Women	Men	Women	Men	Women

e. Other union committees in plant; their functions; and state if women are members:

None

9. Union program for increasing women's participation in union activities (give source) such as: -

a. Equal pay for equal work:

All persons interviewed stated that the Union has maintained rate of job. There are no female job classifications carrying lower rates.

Elsa Graves - said that equal pay had been secured even in cases where women did not do all of the job that men did. She said that the women recognized that the Union had done this for them

b. Training and upgrading opportunities:

Lesniewski - Stated that upgrading of women to jobs which they could perform and transferring of men to heavy jobs had worked out alright. He said that men 60 years old had been on some of the lighter jobs but as they did not qualify for

(Cont'd on back of this page)

c. Seniority rights:

All persons interviewed stated that seniority rights were the same for men and women.

(Cont'd. on back of this page)

Towers - Said that they did not know what would happen after the war - that the company had had women sign cards upon employment by which they agreed to give up jobs after the war. However, the Union has not agreed to this.

d. Special activities in regard to community services:

Union was active in working with community organizations in securing a very modern library for South Chicago. This library has forum meetings with labor and community people as speakers; holds annual labor exhibit and program - (See Local 65 Newspaper, 9/5/44, attached). Union also was active in cooperation with other agencies in securing day nurseries for South Chicago, (However, without 24 hour service and with women on three rotating shifts needs are not adequately met).

Continued from Page 4.

9 -

b. better jobs they were transferred to labor jobs and replaced by women. Those women had also been upgraded from these to other jobs. This met with some objection but on a basis of need for the war effort had been done

9 c -

Katharine Martin and Virginia Lasser - Stated that women are required to sign statement at time of employment that they will give up their jobs after the war with the exception of 14% who may be retained. They think the 14% will just about take care of office force.
The Union has not done anything about this though Mr. Towers said that the Union did not take this position.

9. Women's local union activities:

a. Union committees on which women serve:

Women's Organizing Committee

b. List other committees:
Servicemen's Committee
Workmen's Compensation
Polish,
Negro
Legislative
Political Action

c. Local union offices held by women:

None

d. Attendance at union meetings:

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Cont'd on back of this page

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11. Attitude of local union officials interviewed toward:

a. Continued employment of women:

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(Cont'd on back of this page)

b. Equal pay

Mischeau - Believes that women should get same rates as men

All persons interviewed said that the Union officials had been O. K. in regard to securing equal pay for women.

Cont'd. from Page 2.

11.

a - women were up in the Union office the previous day discussing the question of post-war jobs and that they thought they should stay on their jobs.

Elsa Graves :- Said that men officers had stated that they would back the women in case of any layoff to see that they were not discriminated against but that by the time the war is over "They might change their minds". She thinks a good many of the women will want to remain in the mills rather than go back to lower paying jobs in service trades.

Towers* - Stated that girls signed cards when employed that they will give up jobs after the war.(No one reported that Union had tried to prevent this or stop it.)

10. Cont'd from Page 2.

Martin - is Chairman of the Women's Committee. She said that they had had two parties especially for the women which were attended by about 200 women. These were purely social affairs and the women felt freer to come but they are afraid to come to union meetings, fearing foreman will find out.

Martin and Lasser - felt that one of the reasons that the union had failed to reach the women was that the company was very anti-union and foremen fomented much talk in mills against the Union.

Cont'd from Page 2.

11

a. Towers

Comt'd from Page 2.

* 11 a. Towers - Did not mde statement that revealed attitude Said that seniority of returned servicemen might push women out.

10. Attitude of local union officials interviewed toward special problems of women: (Give source).

a. Continued employment:

(See Page 2)

b. Equal pay

(See Page 2)

c. Other

11. Opinion of interviewed women as to adequacy of union program regarding women: (Give sources).

Joanne Kelley - Stated that in her department many women were not interested in the Union. Majority are over 25 married women who have children do their own laundry and housework etc. Also women feel they have temporary status so see no need to pay dues. She feels that Union leaders should have seen that women were on Grievance Committee as this is the most important place to have the women represented. Of course women have not attended meetings or been active enough to gain the support needed to get elected. However, one woman was nominated as delegates to the U. S. A. National Convention and received a large number of votes, indicating that she received much support from male workers. Mrs. Kelley said she had tried to get men leaders to see that some women on committees and in office was the way to get more interest among the women.

Martin & Lasser - Say women do not, in general give Union credit for having done anything for them. They are not interested, do not attend meetings or participate in any way. They (Martin & Lasser) have taken up complaints for themselves that have brought gains

(Over)

for other women but for most part women are afraid to take up complaints even where they are discriminated against by being held back while men with less seniority have been advanced.

C. Plant Practices: (Productive workers)

1. Are there any:

a. So called "women's jobs"? Yes _____ No #

b. Men's jobs on which women are employed? Yes # No _____

c. Are inexperienced men and women generally started on same job?
Yes # No _____

2. Is a formal job evaluation procedure used in setting rates for all jobs in plant? (1) Yes # No _____
(2) For "men's" jobs on which women are employed? Yes _____ No _____

Mischeau said that the job evaluation had caused them much trouble and he thought there "was no such thing as scientific job evaluation").

3. How is comparability of women's work on men's jobs determined:

a. By decision of management? Yes # No _____

b. By bargaining? Yes _____ No _____

4. Cite various opinions as to whether majority of women are kept at lower paid job longer than men:
No discrimination reported by any person interviewed.
Joanne Kelley - said that men and women alike progressed from the minimum beginning rate faster than men did formerly.
If so, comment on reason - lack of experience, suitability of job, sex prejudice, other.

5. Seniority:

a.* Are seniority lists maintained:

(1) by department # (1st) If so, by sex Yes____ No #
(2) plant wide # (3rd) If so, by sex Yes____ No #
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary and/or regular workers_____ If so, by sex Yes____ No____
(5) Division # (2nd) Sex___ No #

If by sex, explain:

*Micheau said that the company did not agree with the union on Seniority but held that seniority was by division and were not consistent even in this claim. He said that the contract provision on seniority was very poor.

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #
(2) lay-off Yes_____ No #
(3) rehiring Yes_____ No #

If yes, explain:

6. Placement on shifts: Number of shifts plant operates: 1 # 2 # 3 #

a.* Check shifts on which women are employed: 1st # 2nd # 3rd #

b. Does placement depend on seniority: Yes_____ No #
Explain:

*Few women on third shift

7. Rest periods:

a. Does plant provide formal rest periods: Men No Women No
b. If so, are they paid for: Men_____ Women_____
d. If deducted:
(1) By hourly rate differential: Men_____ Women_____
(2) By deduction for amount of time involved: Men_____ Women_____

8. Lunch periods:

a. Length of lunch period: Men 20 Min. Women 20 Min.
b. Paid for: Men yes Women yes
c. If sex differential, give reason

*Maintenance workers - 30 min. - not paid for

9. What is plant practice in regard to pregnancy:

a. No policy: _____

b. Discharge: _____

c. Leave of absence Yes
(1) If yes, what is time limit? Up to two years
(2) Are seniority rights retained? Yes # No _____
(3) With pay? Yes (specify length) _____ No #

D. Job and Rate Sheet: (Productive workers)

1. Method of pay for majority of jobs on which women are employed: (Check one).

a. Time (Note if incentive) # Production bonus

b. Piece None

2. Are any occupations and rates specifically listed by male and female:
Yes ✓ No #

3. If so, in how many such listed occupations are rates:

a. Same for male and female On all jobs where women and men do same work

b. Lower for female On no jobs where men and women do same work

c. Higher for female Some women have higher rated jobs than some men.

E. Contract: (Productive workers)

1. General Information:

a. Source of contract information:

(1) Interview with Mr. George Mabhena
(2) Verified by reference to contract Yes
(3) Contract attached to schedule Yes

b. Date contract expires April 1, 1945 - Automatic renewal unless change or terminated as provided in contract.

c. Kind of contract: (Check)

(1) Closed shop or union shop
(2) Maintenance of membership #
(3) Other

2. Wages:

a. Does contract provide same starting rate for inexperienced women as inexperienced men: Yes _____ No #
(1) If not, rates: Men _____ Women #

b. Automatic progression policy: Yes _____ No #
(1) If such policy, same for women as for men: Yes _____ No _____
If policies differ, explain:

c. Does contract obviate wage discrimination against women:

(1) By "No discrimination clause": Yes _____ No #
(2) By equal pay clause: Yes # No _____
(3) By rate of job regardless of sex: Yes _____ No #

d. Does contract openly discriminate against women: Yes _____ No #
If so, explain:

e. Mention of women in contract? Yes # No _____ Explain:

In equal pay clause

5. **Seniority:**

a. **Provisions regarding seniority lists:** Provides for agreement between local Grievance Committee and Management. Mr. Micheau said that agreement had not been reached

(1) by department _____ If so, by sex Yes____ No____
(2) plant wide _____ If so, by sex Yes____ No____
(3) occupation _____ If so, by sex Yes____ No____
(4) temporary (duration) and/or regular workers____ If so, by sex Yes__ No__

If by sex, explain:

b. Are women discriminated against in any of the following provisions:

(1) promotion Yes_____ No #_____
(2) lay-off Yes_____ No #_____
(3) rehiring Yes_____ No #_____

If yes, explain:

4. **Working Conditions:**

a. Does contract provide rest periods: Men No Women No

b. Contract provision for lunch period:

(1) No provision #
(2) Length of lunch period: Men_____ Women_____
(3) Paid for: Men_____ Women _____

c. Does contract provide leave of absence for illness or other similar good cause: Yes_____ No #
(1) Maximum length_____
(2) Length of service necessary to get maximum_____

d. Does contract provide for paid vacations: Yes # No_____
If yes, state provisions.

Each employee who, prior to July 1, of the year 1942, and of each subsequent calendar year during the continuance of this Agreement, has been continuously in the employ of the Company for three or more years, shall receive during such calendar year one (1) week's vacation with pay, and each employee who has been continuously in the employ of the Company for fifteen (15) or more years shall receive two (2) weeks' vacation with pay.

F. War Labor Board Case

1. Title of case Carnegie-Illinois Steel Corp., South Works and U.S.A. Local 65, C.I.O. Regional number NR

2. Status of case:

a. Pending before: Regional Board #, National Board _____

b. Settled by: Regional Board (date)_____, National Board (date) _____

3. Type of case: Voluntary _____ Dispute #

4. Issues: Explain those affecting women specifically, i. e., equal pay, equal starting rate, re-evaluation of women's jobs, elimination of male and female classification of jobs, same seniority for men and women, etc. Indicate union's position.

Women replacing men on plant clerical jobs have been placed on salaried list and cannot be members of Union. They begin at $80 - $90 per month and men whom they replaced were paid hourly rates and made from $150 to $175 per month.
Union has taken case to the W. L. B. Hearing next week in Chicago.

5. W.L.B. Ruling:

6. If equal pay was ordered, when did it become effective: (Check one)

   a. On date of expiration of contract _____

   b. On date of certification to W.L.B._____

   c. On date of W. L. B. decision _____

   d. Not yet in effect _____

7. If W. L. B. Ruling is not in effect, explain what union is doing to put it into effect:

8. How did women workers benefit from case?

U. S. A. - C. I. O. #65,
Chicago, Ill.

Comments: -

In interviews with officers and members of Local 65, U. S. A., questions of lack of interest in Union affairs among women, Union complaints of unsanitary conditions in plant, cafeterias, union education programs, etc., were discussed.

Mr. Towers: - President of Local 65, stated that he did not know of any plans or programs of U. S. A. local unions or of the International which had been undertaken for purpose of interesting women, developing leadership among that group, etc. No woman has been employed on the staff of U. S. A. for organizational or educational work. He had not heard of such plans as that of Union Counsellors in U. A. W. A. but was interested.

Mr. Towers wanted information about what W.P.B. would do to secure improvement in plant feeding services.

Elsa Graves: - A slow cool operator in the 54" structural mill is chairman of the National Industrial Council of the Y.W.C.A. She was very interested in the W. B. material. She will participate in a radio forum in New York on October 17 (Herald-Tribune Forum) on Will Women Stay In Industry.

She was also interested in suggestions of possibility of women's committee getting out a questionnaire to women members on post-war employment of following up with requests to the Union officers to clear up seniority question as it applies to women.

Absenteeism

Communities Listed:

Burlington, N.C.	7/43
Durham, N. C.	7/43
Charlotte, N. C.	7/43
Savannah, Ga.	5/43
Charleston, S.C.	5/43
Mobile, Ala.	2/43

Absenteeism

2. **Absenteeism** Burlington, N.C. 7/43

This problem has been fought by all employers in this county. No recent survey has been made but it is felt that the 6 percent figure shown by our last survey has now dropped to a lower figure, because we traced a lot of absenteeism to the fact that workers were staying out to look for other jobs. Now the stabilization program has put the brakes on job seeking to some extent.

Durham, N.C. 7/43

Absenteeism at the Erwin cotton mill is considered to be a very serious problem. It has been unofficially reported to be as high as 8-10 percent of total workers employed per month. The employer believes that the cause of this absenteeism is due mostly to the restlessness of the textile workers in general during a prosperity era. It is to be noticed that textile workers are constantly dissatisfied with different situations. Another reason for increased absenteeism at this plant is due, it is believed, to the fact that more and more women are being put on men's jobs: these jobs are proving to be too heavy for women, thus impairing their health and causing them to stay out for rests. It is to be remembered also that most of the healthy and strong members of our male population are being drafted into the Army, thus leaving only the physically unfit male to work in the mill. This apparently explains the employer's statement that absenteeism has increased even among his male workers.

Charlotte N.C. 7/43

2. **Absenteeism:** Absenteeism in local textile plants is not worse than it has been for the past several years. What makes it seem bad is that there is no available labor surplus now. It has been the practice of textile mills over a long period of years to carry a surplus of spare hands on their payrolls, and they would replace these people with the spare hands of migratory workers who travel around from mill to mill. These people are not available now because they have gone into other industries. In some cases they have had to shut down part of their operations.

We don't have figures on the past absenteeism but we do know it is seriously affecting production in our local war industries. The most recent suggestion that I have had is that if persons were able to buy on the installment plan, they would not be lacking in their work. We hope that this payment situation will be taken care of somewhat by the withholding tax for income tax. We have many instances of plants operating 48 hours a week whose employees do not appear to work on Saturday when This is especially true of women workers who only partially support the family. they can make overtime and are satisfied with 40 hours.

Absenteeism: - C. S. - Savannah, Georgia 5/43

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Absenteeism: - C. S. - Savannah, Georgia 5/43

This problem also seems to be connected, to a degree, with long hours. In one plant, where it was said at first that the chief cause of absenteeism of male workers was drinking, it was found that some improvement in working conditions had cut down on the absenteeism rate somewhat and that a good part of the absenteeism of men in continuous-process jobs was due to the fact that if a worker on one shift was absent the worker on the preceeding shift had to work through two shifts, so that he in turn would have to be absent later--thus creating a vicious circle of absenteeism. On the part of management there seemed to be a general willingness to admit--in many plants--that long hours of work, together with the fact that it was difficult for workers to get necessary things done outside the job, made it necessary for workers to take time off once in awhile in order to rest or relax or take care of personal requirements.

None of the plants visited had any worth-while figures on absenteeism. Several noted that absenteeism was greater after pay-day or the day before and after Sunday. Most did not think there was any difference between rates for men and for women, although one firm said that it thought the rate for women was a little higher than that for men because women had to be absent to get necessary shopping done, and one firm said that it thought the rate for women was a little lower than that for men.

Absenteeism

Turnover and Absenteeism C.S. Charleston, South Carolina 5/43

Turnover and absentee rates for the area as a whole are said to have been high, although they differ greatly in the several plants. The USES believes the high rate of turnover was largely due to restiveness, men changing from job to job in the area and frequently going to plants with the most overtime (this is a concealed increase in pay). However, with the recent "hold the line" ruling, this will probably not continue to any extent. It is said, also, that workers left their jobs frequently because they found living conditions in Charleston too bad. New housing has probably helped to meet this problem. Long hours, although desired by the workers for the pay involved, will probably continue to cause much absenteeism.
Charleston now has a wage stabilization plan, which is just getting under way.
Charleston has been placed in Group I, Area of Critical Labor Shortage, by WMC.

Absenteeism: Mobile, Ala. 2/43

As in many other places absenteeism, as well as turnover, is a serious problem in Mobile.

Many causes doubtless contribute to high rates of absenteeism and turnover in war industries in Mobile and its vicinity. Certainly existing working and living conditions need to be improved considerably as one important means of combating these problems. There were indications both in the industrial plants visited and in the community that progress is being made toward the improvement of a number of existing conditions, but many facilities are as yet incomplete and some additional services are needed.

Absenteeism

Turnover and Absenteeism C.S. Charleston, South Carolina 5/43

[illegible] rates for the area as a whole are said to have been high, [illegible] the several plants. The USES believes the high [illegible] job in the Charleston area has been placed at 6,000 to 7,000 for the next year. [illegible] Charleston now has a more stabilized labor supply. [illegible] Charleston for some [illegible] adequate housing conditions at present. Rent ceilings, although [illegible] because many [illegible] to meet high living costs.

Absenteeism: Mobile, Ala. 2/43

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Accidents and Safety Measures

Communities Listed:

Elkton, Md. 6/43
Memphis, Tenn. 8/43

accidents + Safety measures

Elkton, Md. 6/43

Both companies have safety engineers, who instruct others in safety work and watch out for unsafe practices - Safetywork is promoted by lectures, posters, talks, and every effort is made to keep the workers safety conscious -

Accidents at Plants

There was no information readily available on this that would have given the nature of injury, cause, etc., but neither Co. felt that their accident rate was high for the work being done. There were no workers observed who had suffered the loss of fingers or hands - nor were any observed with bursted fingers which is a frequent injury in work of this nature.

Tetryl Poisoning in Plants

A few girls were seen with the yellow skin brought on by the handling of tetryl, but both companies are aware of this danger. There are periodic checks by the docto in order to determine the extent of this. If it is found that the worker does not build up an immunity to this, which many do, the worker is put on other work not involving the handling tetryl -

Memphis, Tenn. 8/43

Reports of factory accidents are made to this inspector. He did not seem to think that there had been any unusually number of accidents to women or that they tend to be of any particular type. He mentioned that in his experience there have been two bad accidents in which women have been scalped, but these were freak accidents and both happened in the same candy factory. A woman who was packing chocolates which were moving along on a conveyor belt, dropped a few and stooped under the belt to pick them up. Her hair caught on a shaft. Six or 8 months later a girl working at the other end of this same line had a somewhat similar type of accident. After the first accident the company had made a rule that women must wear hair nets but the second girl who was hurt did not have a net on at the time. (Both of these accidents may have happened some time ago).

Mr Kilmartin says that one source of trouble is the wearing of cheap work gloves, he believes that has been responsible for about 50% of recent accidents reported. Several women have lost fingers.

CONFERENCE ON DAY CARE OF CHILDREN OF WORKING MOTHERS CALLED BY W. P. A. in Washington, July 1, 1942.

Congress recently passed legislation providing for the expenditure of not less than $6,000,000 by the W. P. A. for a program for day care of children of working mothers. This program will follow the usual W. P. A. policy. At least 90 percent of the personnel must be relief clients, 10 percent may be paid experts. Each project must have a sponsor. All existing child care units are sponsored by the local school authorities.

There are three types of W. P. A. Child Care Centers. Type A Centers care for children of parents who cannot afford to contribute anything to the cost of the services furnished.

Type B child care centers are located in defense areas and serve the children of parents engaged in war work. The parents make a small contribution to the expense of these centers, usually 25 cents a day.

Type C - units are for children of men in the armed forces.

The $6,000,000 recently appropriated can be used only for Type B child care units. The mothers of children cared for in these centers must be employed. The law does not limit employment to war industries. However, Mrs. Kerr feels that the funds are so limited that in fact centers can be established only at defense areas, and the services will be devoted primarily to children of mothers who are employed in war industries. This being the case, none of the $6,000,000 could be used for establishing nursery schools or day care centers for the care of children whose mothers are not working and living in trailer camps such as are found in the vicinity of GlenMartin.

Dr. Grace Langdon estimates that the $6,000,000 will be sufficient to establish 1,500 new nursery schools. 1,500 already exist. She estimates 40 children to a center. These schools would be operated for 10 hours a day, 6 days a week. In order to be able to operate 1,500 new centers, one-third of the personnel would have to be volunteers. With the use of trained supervisors for several units in a given area these schools, Dr. Langdon believes, can be efficiently operated with W. P. A. clients and volunteer workers and one non-relief worker to each unit.

One of the great needs at the present time is for training of volunteers, W. P. A. clients [redacted] of professional workers in the field of child care. Dr. Langdon is hoping to secure the cooperation of the colleges this summer and during the next academic year in the training of such people. She is hoping that the colleges will use the W. P. A. child care centers as laboratories for their students where they will receive their training and serve as internes. She says that in some communities high school seniors and college students are rendering their valuable assistance in W. P. A. child care centers.

Mr. Schottland of the Children's Bureau has recently been named Federal Coordinator of Child Care Activities in relation to labor supply. Apparently it is planned to coordinate the activities relating to the care of children of working mothers of the Children's Bureau, Office of Education,

Office of Civilian Defense, and the Recreational Division of the Office of Defense Health and Welfare Services. It is not clear whether the W. P. A. is to be a part of this coordinated program or not.

Mr. Schottland was very eager that a statement be prepared recom ending a coordinated program for child care into which the W. P. A. child care units would fit. He suggested that there be advisory committees in the States composing of respressntatives of State departments of welfare, education, public health and the W. P. A. to work out plans for child care that will fit into a general community plan. He suggested that these plans be approved by a regional committee composed of regional representatives of Federal agencies concerned with child care, such as, the Children's Bureau, Office of Education, Office of Defense Health and Welfare Services. In Washington representatives of these agencies would constitute a committee for the exchange of information concerning child care. Mr. Schottland suggested that the W. P. A. nursery schools be established in areas certified by the Man Power Commission through the Employment Service as areas in which women are and will be employed in large numbers.

Miss Anderson pointed out that the mere presence of large numbers of employed women in an area does not in itself indicate a need for nursery schools. She explained that the Women's Bureau is urging that first women who have lost their jobs because of ptioritiesmbe reemployed in war industries, then women on the W. P. A. rolls, and third, young women just out of school and entering industry for the first time. A very small proportion of these women probably will be mothers of young children. The group agreed that Miss Anderson was correct in this statement, but Mr. Schottland said that the requirement that areas be certified by the Employment Service would have the value of eliminating areas where no women are employed.

Dr. Blackwell representing the Office of Civilian Defense said that the child care committees of local Civilian Defense units could help with surveys to determine the need for nursery schools in local areas. Miss Anderson explained that the Women's Bureau has been making community surveys in defense areas and could broaden the scope of these surveys to include an investigation on the number of women with young children employed in these areas.

The W. P. A. can spend none of the $6,000,000 for nursery school buildings. They can, however, spend $6 per client for rent. They hope to be able to use some abandoned W. P. A. shacks and trailers for nursery school purposes. The hope was expressed that the Federal Housing Authorities might include nursery schools in some of their defense housing units.

Under the Lanham Act which provides funds for community facilities, funds are available for nursery schools and nursery school personnel. Local communities after determining the need for child care units must apply to the proper federal agency for funds. These centers would be operatedg by the local school authorities. As I understand it no funds for nursery schools purposes have been allocated under the Lanham Act.

Child Care

Communities Listed:

Tampa, Fla. 7/43
Burlington, N.C. 7/43
Durham, N.C. 7/43
Charlotte, N.C. 7/43
Elkton, Md. ~~6~~/43
Bath, Maine 4/43 ✓
Norfolk, Va 2/43
Wilmington, N.C. 6/43
Savannah, Ga. 5/43
Charleston, S.C. 5/43
~~Mobile, Ala. 3/43~~
Salt Lake City, Utah 4/43
Cedar Rapids, Iowa 11/43
Wichita, Kansas 2/43
Oklahoma City, Okla 4/43
Tulsa, Oklahoma 4/43
San Diego, Calif 11/43

Child Care

Tampa, Fla. - 7/28/43

VIII. Child Care -The following notes concerning child care were obtained from the Labor Market Report of June 15, 1943. No other data were obtained during this visit to Tampa.

Tampa has 6 nursery schools, with an average of 30 children each. These are operated throughout the entire year and are located in various grade school buildings. The locations of these buildings are not entirely satisfactory at the present time and changes are anticipated.

A recent application has been made for extended school services. According to a survey made by the Hillsborough County Defense Council at the time of the registration for ration book # 2, the number of children whose mothers are now working and who are presently in need of day care was determined. Also an estimate was obtained concerning the numberof children whose mothers planned to go towork in the near future. The following tabulation is based on this survey.

	Age Groups	No. Presently in Need	Est. No. at Peak Need
White:	Under 2	125	299
	2 to 5	506	785
	6 to 10	450	729
	11 & over	1490	2076
	Total	2571	3889
Negro:	Under 2	138	200
	2 to 5	185	250
	6 to 10	200	365
	11 & over	410	634
		933	1449

Burlington, N.C. 7/43

Child care

It is said that day nurseries have been approved and will start operating soon.

Day nurseries have been approved for Burlington and will begin to operate this summer.

Durham, N.C. 7/43

Child care

There are some instances where mothers of small children are having to give up jobs due to lack of day care for their children, but there does not seem to be an acute need for nurseries now. However, if we should have to draw on the women not customarily employed, an urgent need for day nurseries would arise.

Child Care

Charlotte, N.C. 7/43

Day nurseries

care

Day nurseries have been opened in Charlotte, but the use made of them has been limited -- due to the fact that

1. **They are expensive - charge 50 cents per child per day.**
2. **The women have never sent their children to day nurseries, and will have to be educated to this.**
3. **The women operate on 3 - 8-hour shifts rotating every 4 weeks, while the day nurseries are open from 7:00 a.m. - 7:00 p.m. only.**

d. ~~Housing, transportation, day care and training present no problem in the Charlotte area at the present time.~~ We have in Charlotte, at present, day nurseries for small children. But there is a definite problem with the older children who are able to stay at home alone while their mothers work. In recent months mothers have had to leave their jobs in defense plants in order to stay at home with children who range in age from 12-16 years.

child care

Elkton Md. 5/43

This is no problem among the white residents, but it is reported that a pre-school or day care school would be most desirable for the Negro residents. It is reported that there are about 30 Negro children of working mothers of the pre-school age group, in one neighborhood. The facts are not definitely known about other neighborhoods, but no doubt day care schools would be desirable in other Negro sections -

Hollingsworth Manor, a housing project for about 350 white family units, is going to have a day nursery operating about the last of June or so - Depending on when the furniture is gotten, and how quickly the committee moves -

6. C.S. - Bath, - Child Care maine. 4/43

There is no plan for any day care of children. Mrs. Forde, a member of the personnel staff was much worried about that problem. She had sent questionaires to the women workers asking about the children under 15, and from just a small bunch of questionnaires she had collected, she said "here are 86 children under 15 for whom mothers would like some care." She thought there might be some money available through the "Lanham Funds" of the government, about which I did not know.

6. Child Care - C. S. Norfolk Va. 2/43

In January Norfolk had 10 child care centers, and requests for Lanham Act Funds for opening four more had been made.

6. C. S. - Child Care - Wilmington, N. C. 6/43

Wilmington has already received their Lanham Act funds in Dec., 1942 and have 3 child care centers operating, and 3 more are to be in operation soon. Plan to open one in shipyard workers housing project by 3/1/43.

Miss Ward, Board of Education Wilmington has charge of the child care centers. Did not visit her at this time.

Child Care

Child Care: - C.S. - Savannah, Georgia 5/43

The need of public care for the children of working mothers is one of the things it seems difficult to prove by figures anywhere, and yet any number of persons interviewed in a community will declare they think it to be a pressing need. We found this to be the case in Savannah.

Child Care: - C.S. - Charleston, S. C. 5/43

There are child-care facilities on the projects. The School Board of Charleston is not interested in any child-care program, but the School Board of N. Charleston is interested in child-care work, has secured some Lanham funds and is to apply for more. The N. Ch. School Board is using the nursery in the Legare Homes. The child-care facilities in the other projects are not being used and the local Housing Authority is not interested. Another problem is the care of school age children, but the local Housing Authority will not see that the facilities available are used. In fact, they have even restricted the use of the play-spaces by the children, because "it is too noisy." (Mrs. Miller feels there is need for child-care work not only for pre-school children but esp. for school-age children.)

Present status of child-care work: In North Charleston an application for Lanham funds for child-care has been approved, and the grant has been made to the School Board of N. Charleston. At the present time there is one nursery--recently reopened and formerly W.P.A.-- with a capacity for 30 children, ages 2-6, which is being operated at the George Legare Homes, a housing project adjacent to the Navy Yard. Applications are made at the school. Another nursery, with a capacity for 90 children, ages 2-6, is to be opened June 15 in the Chicora School. Applications are made to the school board. Both these nursery schools charge 50¢ per day per child. This includes hot lunch, and milk in the afternoon.

Further study of the need for nurseries is being made at the Charleston Navy Yard in order to determine whether additional nursery facilities are desired by the women now working there and where these nurseries should be located. See Community sched for additional data.

It has been expected that, as a part of this special survey, questionnaries would be distributed among women working in the Charleston Navy Yard, but this was not done in time for the survey mentioned above. However, Capt. Moses of the 6th Naval District (who was interested in the study) has recently carried out his promise to see that questionnaires be filled out at the Navy Yard. Ensign Margaret Heing, now stationed at the Charleston Navy Yard as the new Asst. Personnel worker for women, is making a study of the child-care problem as it affects women at the Charleston Navy Yard. A questionnaire has been prepared and distributed among all the women working there and it has been explained to the women that the Navy Yard is interested in the problem and that all the questionnaires must be returned by a certain date (May 24 was the date, but this has been "moved up.") Ensign Heing has promised to let Women's Bureau agents know the outcome of the study. If it succeeds in securing conclusive evidence as to need and as to suitable locations for nurseries, it will be the first such study made in a plant and with complete plant-backing which we have seen in this region so far.

The Survey recommended no new nurseries, set up by means of public assistance, at present. It suggested, rather, that an existing community agency (this would naturally be the County Dept. of Public Welfare in this case) supply advice and supervision--using a special worker for this job--to those interested in some form of self-help in connection with child-care. Such a supervisor could assist groups in each locality who might be interested in setting up a nursery under their own administration and using their own resources. Of course, as mentioned above, the N. Charleston School Board has received Lanham funds recently for some work in child-care.

Child Care

Child Care - Salt Lake City 4/43

Salt Lake City has two child care centers now, one of which is in the Neighborhood House and one a WPA. Lanham funds have been approved for 5 additional ones but they seem to be slow in getting underway. Counties north of Salt Lake City are also planning centers. The seven planned centers in Salt Lake City will have facilities for about 300 to 350 children.

From managers in plants and persons interviewed in the community, the impression gained was that the Mormon population are opposed to many and most of the war developments and that it has been extremely difficult to get their support and that often after plans are made local people will try to change projects or hinder their development.

The community chest agencies child worker, Miss Rose Porter, reported that a local group of women known as the "Minute Women" are going to make a survey on the needs for day care of children including foster home care.

30 centers are being considered in connection with the schoold for before and after school programs for children of working mothers. For the summer this will include all day programs and plans for noon feeding of children who are enrolled. Miss porter stated that schools report about 4000 children in the elementary schools with mothers working.

see next page

Community Notes Orig to B-71 12/14

Elsie Wolfe
Nov., 1943

XI

Notes on Child Care ~~and Housing~~ in Cedar Rapids, Iowa.

1. Child Care: Cedar Rapids Iowa 11/43

Persons interviewed --

Mrs. Laura Davis, Counselor at O.C.D. Office
Miss Lucille Murray, Ass't. Dir. of Public Welfare

Existing Facilities -- 2 nurseries (about 30 children)

(1) "Sunshine" nursery has been operating since 1912 for mothers in the low income group; subsidized by the Community Chest.

(2) Jane Boyd Community House, also supported by the Community Chest, set aside two rooms for a nursery since there is an increased need for care of children of working mothers.

Present Fee --

$4.00 per week. However, if mother can't afford to pay that much, some adjustment is made.

Additional Needs --

Industry and W.M.C. believe that additional Child Care Centers are needed.

Action Taken --

(1) Survey of Need made by O.C.D. through the schools --

Children of working mothers -- 1100
Children of mothers planning to go to work -- 392
Children with mothers at home -- 1953
Total -- 3445

Total enrollment -- 6467
Questionnaires returned -- 1751
Questionnaires sent out -- 11,000

Total number of mothers working -- 540
Total number of mothers planning to work -- 180
(the 180 mothers have 392 children)
Total number of mothers at home 1031

Total -- 1751

Cedar Rapids, contid

(2) Application for Lanham Act funds has been made and approved by the F.W.A. Regional Office. Board of Education is the sponsor. Plan provides for 5 nurseries and 4 school centers.

(3) Conference of Women's Bureau with Child Care Committee and Social Planning Council in an effort to promote better facilities.

(4) Talked to plant officials about their responsibilities and need for cooperation with Child Care Committee

Comments --

Some of the plants are on rotating shifts which makes it difficult to provide adequate child care. However, great majority of women are on day shifts.

Present nurseries are not very attractive and price is too high. Mothers of the middle class do not take children to these centers because they associate them with charity. There seems to be a need for nurseries in other sections of the city.

Wichita, Kansas 2/43

C. Child Care:

Wichita, Kansas 2/43

None of the war plants in Wichita have any facilities for child care. Some of the officials are on local Child Care Committees but not a single firm had records of the number of working mothers at the time of my visit. The majority of application blanks merely ask for the number of dependents, but not the age. Cessna Aircraft Company said they would attempt to get the information by circulating a questionnaire among the women. As yet, the report has not been received.

The Wichita Wartime Child Care Agency, a subsidiary of the Wartime Community Chest, was established to help working mothers in war industries find suitable day care for their children. A Consultation Office was opened the latter part of January in the U.S.E.S. building. The response to this service was good. During the first three and one-half weeks of the service, 90 women came to the office for advice and help. Ten percent of these women were not yet working but were contemplating on going to work if care could be provided for the children. About 40 percent of the mothers interviewed favorably considered the Foster home care which is being advocated by this Agency. Applications for Foster homes were received and inspections made before the Consultation Office was opened. These homes are located in different parts of the city, many of them in good residential sections.

Whether the Foster homes will answer the need remains to be seen but they do fill an immediate need. The city has several nurseries but they are filled.

Child Care at Hill Top Manor Defense Housing Project

A nursery school was opened in early November at Hill Top Manor under the leadership of W.P.A. trained workers. Some volunteer workers have assisted.

One of the double houses was converted into a nursery by taking out some partitions. The center is attractively decorated and furnished. Most of the furniture was made by W.P.A. workers elsewhere. The Hill Top Nursery has equipment for 36 children on one shift. At the time of visit there were not that many children registered.

All children are given a physical examination before entering, and the County Health Doctor and Nurse examine the children once a week. Teachers check them every day for signs of illness.

Only children between the ages of 2 and 5 years are admitted. The Child Care Center is open six days per week from 6:15 a.m. to 6 p.m. These hours only meet the need for one shift.

Breakfast is served to the children who want it. All have a mid-morning snack and lunch at mid-day. The nursery received several hundred dollars worth of surplus commodity foods, such as cheese and nuts. The fee is $3.50 per week, paid in advance.

The management at the Housing Project tried to make the nursery self-supporting but it could not be done at that price and mothers were unwilling to pay more.

6. Child Care. Oklahoma City, Okla 4/43

Lanham Act funds, amounting to $41,353, have been granted to Oklahoma City for the Child Care Program. This sum must be matched by the city.

Establishment of ten nurseries for children 2 to 6 years of age is planned, and in addition ten centers for school children, open before and after school.

The ten pre-school centers will accommodate up to 800 children of working mothers, according to a newspaper report. These nurseries will be situated in different parts of the city where demands are greatest. Seven of these nurseries will be for white children and three for negroes. The former W.P.A. nurseries were taken over by the Lanham funds committee on May 1st. Two of the W.P.A. nurseries were closed April 30th - one white and one negro. The colored center may be reopened. Fees for the nursery school had not yet been fixed at time of visit.

A counselling service for working mothers was established October 6, 1942 by the Council of Social Agencies. This service has not been used very extensively, primarily because of its location away from the center of employment. The office for this service is in the Y.W.C.A. and, to date, no attempt has been made to take the service to the women workers, either at the U.S.E.S. or the Douglas Employment Office. I recommended that a counselor be sent to the employment offices or plants certain days of the week in order that the women could have access to this service. The woman counselor at O.C.A.D. and myself met with the Child Care Committee and this problem was discussed. The committee requested me to contact Mr. Evjen, head of the Community War Chest, and suggest changes in the counselling service.

F - Child Care Tulsa, Okla 4/43

Tulsa, like the majority of war towns, has not made very much progress toward solving the child care problem. However, some action has been taken recently that may speed up the program; namely:

(a) The present W. P. A. nurseries, one white and one colored, are now open from 6 A. M. to 6 P. M. in order to cover one shift. Children of women war workers are now admitted if they pay a fee of $1.00 per day. Only a limited number can be taken as capacity is almost reached - 75 children. This fee seems high, but the Day Nursery Board did not think it was prohibitive, or would keep mothers from enrolling their children. Application for Lanham Act funds has been made to extend the child care facilities. If these funds are granted, a uniform fee in one center must be charged, according to the last ruling of F. W. A. (See copy enclosed)

(b) Publicizing the available facilities through the circulation of a little pamphlet (rough draft enclosed) in the Defense plants, Employment office, etc.

(c) Direct contacts will be made through the women counsellors at the plants.

Counselling Service has been set up by the Council of Social Agencies, but it has not been used very extensively, due primarily to the location in the Family Service Building which is on the opposite side of town from the aircraft plants and some distance from the employment offices of U. S. E. S. and Douglas. Then, too, local people think of the Family Service as a relief agency and some mothers stay away because of the association. An effort will be made to take this Counselling service to the working mothers, either at the down town employment office of Douglas or to the plant through the women counsellors there.

A tragic accident involving three children of working mothers in Tulsa has awakened interest recently in the child care program. Three children and their grandmother, who cared for them while the two mothers (sisters) were at work, burned to death. Both mothers worked at Douglas Aircraft. Fifteen mothers with children terminated during the week of the accident, and others have followed, so Douglas is now anxious to cooperate with the Child Care Commission. This company had established a nursery at their Santa Monica plant, but it has been discontinued due to transportation difficulties and bedause the company believes child care is a community responsibility.

Boarding homes for mother and child together have been a rather successful method of solving the problem, but not enough homes are available to answer the need. The Family Service Agency is advertising for more of these homes. When the mother stays in the same home, a license is not required. Miss McKeever, head of this service, estimated that about 50 working mothers with one child, and a few with two children, have been placed in this type of boarding home. The minimum charge has been $50.00 per month for mother and child - the average fee is around $75.00 per month for both.

Child Care

San Diego, Calif 1943

Child Care Survey: A child care survey in San Diego City and County was made by the Joint Defense Council Subcommittee on Child Care. The survey was completed in April 1943.

The survey revealed that 22-25% of all working women have children under sixteen years of age. There are 50,000 to 55,000 working women in San Diego which would mean that 11,000 to 13,000 would have children under sixteen. Questionnaires of 3557 women were tabulated and this group had 5371 children, which would mean that there would be close to 19,000 or 20,000 children of mothers working in San Diego.

4708, or 87%, of the mothers were satisfied with present child care arrangements for their children, with only 13% indicating dissatisfaction with present arrangements. However, 3658 children, or 41% of the children, were cared for by a neighbor or friend (unlicensed boarding homes), left alone, or supervised by older children.

See pages attached to report (in Statistical File) for additional data on Child Care Program.

St. Louis Area

Child Welfare

There is an alarming increase in the number of boys and girls (14-16) who are getting jobs in stores and service industries. This is shown by the great increase in work permits. Girls are getting jobs in small retail stores and as children's nurses, and housemaids, replacing the older girls who have gone to the defense plants. The High School enrollment in September 1941 was 7% less than in September 1940. The Probation Office reports an increase in Juvenile delinquency.

Child Care

There has been a steady and constant increase in the number of applications for nursery service, particularly since the spring of 1941. More and more mothers are going to work and some additional provisions are needed for the care of children. It is doubtful if the children's agencies can provide these facilities. There is a shortage of foster homes due to many foster mothers taking jobs outside the home and also because larger returns are secured by renting rooms to defense workers.

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San Diego, California

Child Defense Centers

Miss Langdon and Dr. Powers from the U. S. Office of Education have visited San Diego during the last year and talked with the school board and social agencies as to the need for nurseries for the pre-school child. School Board not interested. There have been three W. P. A. nursery schools for young children of families on relief and several private schools for middle class working mothers. Most of the private schools are filled and do not recruit many from the homes of industrial workers.

After December 8th and with the increased employment of women, Mr. Fred W. Morrison, Chairman of the Committee on Health and Welfare of the San Diego Defense Council, appointed a child care committee, made up of representatives from the Adult Education Department of the city school, W. P. A. nursery school supervisor, Family Service Association, Child Placement Bureau and Department of Public Welfare. They have been working out plans for nursery schools to be located in areas where defense workers live.

Plans are still in the making, two meetings had been held to recruit women who would give volunteer service in assisting teachers paid by the W.P.A. School and other public buildings, church rooms, etc. will be used.

Hope to be able to find women volunteers who have been teachers or had training and background which will enable them to assist with the children. Many women have signed up with civilian defense agencies and this list was used. At the first meeting 119 women signed up as willing to assist and 45 were rejected as unsuitable, 65 were registered for child care and training and 11 additional to

work on group activities with older children who might come to the centers after school. Training courses to be given women in child care.

The first nursery was to be opened at the Sherman School in a week or so. (Report written January 1942). Plans are to have the nursery open from 6:30 a.m. to 6:00 p.m. Were considering the possibility of having some arrangement if needed, to care for children of school age.

Agent asked about children of mothers who might work on second and third shifts but had not yet considered that problem.

Expect to charge a fee but had not decided on what basis. Lunch will be served to children and usually milk and juices during morning and afternoon. Mrs. Crunly, supervisor of W.P.A. nursery schools, is in charge.

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Joliet - Wilmington - Elwood - Area - Illinois

Care of Children

Joliet -- Two nursery schools operated uuder the educational program of W.P.A.

Wilmington -- 1. Child guidance clinic started Oct. 1, 1941 by the W.P.A. Mostly for population already there in a depressed area. This is dnder the ducational division which also op erates in connection with the clinic, a nursery school on the plan of all-day service with a hot meal at noon.

2. Three play schools mostly for the children of the trailer people. Also a part of the W.P.A.program.

Elwood -- Is a town with a normal population of 248.

Elkton, Maryland

A local committee under the Defense Council has been working on plans to set up nurseries and to secure foster day care for the children of mothers who are working. Two professional social workers, Mrs. Coles of the County Welfare Board, and Mrs. Williams of the Children's Aid Society are working with the committee.

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Dublin, Radford, Pulaski, Virginia.

Radford,- This problem is being considered and tentative plans made by Mr. Braswell for a Day Nursery using WPA girls as helpers. Since the families live 1 mile to 1½ miles from the Recreation Center, they are hoping to use the City or School bus to pick up the children.

Pulaski.- WPA has nursery school project in Pulaski.

Dublin.- Few mothers living in Dublin work at plant according to both ministers interviewed. (November 1941)

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Crab Orchard Lake - Illinois

Murphysboro has a nursery school, open morning and afternoon, under the leadership of WPA. Mr. Randall and Dr. Alexander spoke of the need for child care after women began working at the plant, but no plans have been made as yet to provide this care. (Plan to open late this spring)

Kingsbury, Indiana

This problem has been discussed but no definite steps taken. (December 22, 1941) Mr. Knoll, County Superintendent of Schools, did not believe the schools could furnish that service. One of the County nurses stated that thus far they had not encountered children left alone but that a nursery would be needed and that probably it should come under the County Welfare Department.

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Charlestown, Indiana

(December 1941) No arrangements have been made although the problem has been discussed. A meeting was held by Clark County Welfare Board, of which Mrs. Hughes is head, with some of the local and State people to consider a nursery school. Mr. James Zachary, Field Recreational Representative of Federal Security and also Miss Louise Gilbert, were present. Since no funds were available they wrote to Good Year and asked them to help finance it but the company did not think a nursery necessary at that time. The original plan was to establish a central or community nursery near the Bag Loading Plant. However, that plan has been abandoned due to transportation difficulties and a separate nursery for each of the three towns considered advisable.

After the women go to work on all three shifts the problem will become much greater and some definite action should be taken. Mrs. Hughes also stated that a small over-night home for girls 16 years and under was badly needed. These girls come in, particularly from Kentucky expecting to get work but cannot due to their age, and as a result they get into difficulties that eventually bring them under the custody of the Welfare Board. The only place to keep them is in the jail, which is against the law, but there is no place else to keep them. (Later note - Mrs. Burgoon, of the Federal Security Agency of Chicago, has been working on this problem).

Burlington, Iowa

Burlington has had a Day Nursery, sponsored by the Community Chest, for 30 or 35 years. This nursery accommodates 25 children and only employed mothers in the low income group can place their children there. There is a small fee of 10 cents per day for the services. The Public Health doctor and nurse donate their services. This has been a successful venture but the nursery is not large enough to care for the children whose mothers are working in the Ordnance plant.

Definite plans were being made for a nursery school sponsored by the American Legion and City Government with W. P. A. personnel. The American Legion will furnish the money, the City furnishes the building and W. P. A. the personnel. This nursery will accommodate 30 children and will be open 10 or 12 hours, according to recent report.

A tentative plan has been made for a nursery at Middletown, which is just across the road from from the Plant gate near the Administration Building. According to reports this plan was sponsored by Mrs. Whitney, in charge of the Training Program for Women, and that W. P. A. personnel was to be used. If this project develops the mothers would bring their children when they came to work.

The County Health and Welfare Department are interested in setting up a large community nursery with a clinic. There is a large building on the Fairgrounds which could be used, according to Dr. Sage. This would accommodate 200 to 300 children. No definite steps have been taken in regard to this community nursery but Dr. Sage seemed to feel that it could be done.

Additional Needs

Some kind of child care is definitely needed at each Trailer Camp and at the Housing Project. Both mother and father are working in many families and the following conditions are existing:

a. Husband takes care of children while wife work and vice versa.

b. Children are left alone while mother and father work.

1943

CHILD CARE IN WAR TIME

Child Care

1. Policy relating to employment of mothers of young children.

   a. Federal agencies' recommendation that they not be recruited.
   b. Employment of mothers in spite of policy.

      (1) Necessary in some areas because of labor shortages.
      (2) Some mothers possess skills and experience demanded by industry.
      (3) Fathers' service allotments often insufficient to support families.
      (4) Widows with young children.
      (5) Desire to work to pay bills, raise standards of living, escape home responsibility.

2. Responsibility for Child Care

   a. Parents, community and Federal government

      (1) Mothers' first responsibility - care of child.
      (2) Community responsibility for determining need, planning for meeting it, and conducting program.
      (3) Federal responsibility for furnishing financial assistance and assuring maintenance of proper standards of child care.

3. Federal program (Day Care Up to Date - Kathryn Close - Survey Mid-monthly, July 1943)

   a. Present situation

      (1) Federal Works Agency - Administration of Community Facilities Act (Lanham)

         (a) Allocation of funds to communities (not States) on a 50-50 matching basis.
         (b) Child care services only one of many facilities for which Lanham funds may be used.
         (c) Procedure:
            (1) Presumably local projects for day care facilities must be submitted to and approved by Children's Bureau and Office of Education.
               (a) Not always done. Emergencies require short cuts.

(d) Approximately 4,000 day centers approved (3,700 by June June 1943).
(e) Criticism of present arrangements
(1) No assurance of proper supervision of day care care facilities.
a. Not under direction of either State or Federal authorities.
(2) No provision under Lanham Act for financing counseling, foster day care and homemaking services.
(3) Children's Bureau and Office of Education - Federal agencies longest experienced and best equipped for setting standards for safeguarding children - have little part in the present emergency service.

(2) By end of May 1943 all nurseries schools formerly financed by W. P. A. and eligible for Lanham funds had been transferred to community sponsored Lanham aided projects.

(a) Many not eligible for Lanham funds (not serving mothers employed in war industries) closed or found local sponsors.
(b) Federal Works Agency took over in its community services division the entire staff of W. P. A. Community Service Program.

(3) Aid to States through Office of Community War Services.
(a) $400,000 allocated to States for aid in planning and coordinating child care services within the State
(b) Staffs made possible by these funds able to help communities to plan services and make the complicated applications for Lanham funds.
(c) By June 1, 1943 68 grants to 42 States made through Children's Bureau and Office of Education
(1) 38 to departments of education
(2) 30 to welfare departments

b. Proposed Federal legislation

(1) Thomas - War - Area Child Care Act (S. 1130).
(a) Appropriation to Federal Security Agency.
(1) Allocated to State welfare and education departments through:
Children's Bureau
Office of Education
(2) Matching basis to State
(3) Distributed within States on basis of need.

(b) Would permit projects under
  (1) State welfare departments
    (a) Foster family services
    (b) Day care centers
    (c) Information and advisory services for mothers.
    (d) Health and other auxiliary services
  (2) State education departments
    (a) Nursery schools
    (b) Before and after school care
    (c) Health and auxiliary services.

(c) Administration
  (1) Administration by public welfare agency
    (a) Projects conducted by public or non-profit private community agencies
  (2) Administered by public school system
    (a) Projects conducted by public or private non-profit schools.

(d) Funds for alteration or construction would continue to be secured from Federal Works Agency

4. Community responsibility - Child care committees

a. Surveys or investigations for determining need for child care.
b. Preparing a program.
c. Making application for Lanham funds, if such funds are needed to supplement local funds.
d. Minneapolis child-care program (Monthly Labor Review, July 1943, Page 107)

  (1) Survey of need
    (a) Conducted by Welfare Section of Defense Council and Council of Social Agencies
    (b) Questionnaires in city's elementary schools.
      (1) Number of mothers working or planning to go to work
      (2) Number of children receiving
        (a) Satisfactory care
        (b) Unsatisfactory care
        (c) No care
      (3) Working hours of mothers
      (4) Hours during which care of children required
    (c) Information supplemented by social agencies, social settlement houses and industry.

  (2) Services required
    (a) Child-care centers for preschool children
    (b) Day school - extension centers for school-age children
      (1) Craft classes
      (2) Hot lunches
      (3) Supervised recreation
    (c) Foster or boarding-house care for all age groups.

(3) Advisory committee
  (a) Responsible for supervision and development of additional centers
  (b) Training of volunteers
(4) Services provided
  (a) Children given medical examinations, vaccinations, immunizations
    (1) Parents who could afford to paid for these services
    (2) Community health service and county medical society used in other cases
  (b) Health inspection each day
    (1) Isolation or home care for ill children
    (2) Volunteer nurses and household aids used.
  (c) Free and supervised play
  (d) Story-telling hours.
  (e) Rest and sleep periods
  (f) Outdoor exercise
  (g) Midmorning and noon meals, mid-afternoon lunch, cod liver oil

(5) Hours of operation
  (a) 7 a.m. to 6 p.m.

(6) Full-time paid teachers supplemented by volunteer teachers.
  (a) Volunteers - 55 hours of training
  (b) Worked 1 to 2 days a week

(7) Financing
  (a) Fees according to ability to pay - 50 cents to $2.50 per child per week - average $1.00.
  (b) State or Federal subsidies needed

e. Counseling service required in many communities.
  (1) Requests received have helped in planning type of services needed.
  (2) Some counseling services failed because of attempts to dissuade mothers not to work, instead of assisting them to solve their child care problems.
  (3) Information given concerning child care services available in the community.
  (4) Referrals to foster homes.
  (5) Should be centrally located.

f. Full publicity should be given to available child-care facilities and their location
  (1) Women's Bureau agent's difficulty in locating child care centers in Buffalo.
    (a) Recruiting center no information
    (b) U. S. E. S. had no list of centers.
    (c) Public school had list of schools in which centers are located but couldn't give location
    (d) Council of social agencies could not help

g. Foster homes
(1) Preferred to child care centers by some parents
(2) Should be licensed by State or approved by competent social agency
(3) Scarcity of foster homes
(a) Women formerly available for rendering such service have entered industry
(b) Renting rooms to war workers

h. Need for services for school age children
(1) Problem of the older children
(a) War creates critical problems for teen-age children
(1') Drafting of fathers
(2') Wartime excitement
(3') Employment of children and high wages
(4') Employment of mothers
(a') Father moves to boom town
1' Unskilled - wages less than he expected
2' Mother takes job.
(b') Fathers in the army - mothers work to help support children
(c') Mothers work to help pay debts accumulated during depression.

(b) Community responsibility
(1') School's contribution to the welfare of the school age child
(a') Supervised activities for children in school buildings.
1' Before and after school
2' Evenings
3' Week ends
4' Vacation periods

(c) Harlem project
(1') Utilization and coordination of all the facilities of school and community.
(2') Schools open evenings, after school and Saturday recreational programs.
(3') Individualized instruction and guidance
(a') Special teachers
(b') Psychologists
(c') Psychiatrists
(d) Social service workers
(4') Special classes for maladjusted girls
(a') Special curriculum
(5') Parents
(a') Urged to particupate in school events
(b') Relationship between parent and teacher strengthened

i. Problems of child care with which unions could help
   (1) Employment of mothers of young children on day shift
      (a) Modification of seniority rules - education of workers relative to the problems involved.
   (2) Part-time employment of women
      (a) Bell Aircraft victory shifts
      (b) Rohr Aircraft Corporation
         Part-time shifts beginning October 1, 1943
            5 8-hour days - 40 hours
            4 hours a day
            6 hours a day
            3 8-hour days

   (3) Elimination of shift rotation

   (4) Representation on local child-care committees

j. Community's failure to provide child care may force employers to undertake solution
   (1) Undesirable:
      (a) Danger of bringing children into neighborhood of plants - air attacks or sabotage
      (b) Facilities limited to children of plant employees
      (c) Development of paternalistic system
         (1') Employee not in a favorable position to object to type of service provided by employer

5. Parents responsibility
   a. Primary responsibility for child's care is parents
      (1) First important decision: Shall both parents work?
   b. Parents must take responsibility for instituting activities that will result in adequate community child care facilities where lacking
   c. Parents' responsibility for using available facilities, or in ~~receiving~~ requiring correction of defects in existing services.
   d. Reasons given by mothers who have discontinued day care services (Children's Bureau survey)
      ~~(1)~~ (a) Stopped work
         (a) Two jobs too much
         (b) Husband's objected to wife's working and missed home comforts
         (c) Financial reason for going to work removed.
         (d) Secured foster care
         (e) Transportation difficulties
         (f) Illness of child
         (g) Moved out of neighborhood of center
   e. Education of parents concerning benefits of day care centers

Community Services

Communities listed:

Savannah, Ga.	5/43 -	Community Services
Mobile, Ala.	2/43 -	Community Attitude toward War Work
Elkton, Md.	5/43	~~Community Attitude~~ Community Attitude
Wichita, Kansas	2/43	Community services
Oklahoma City, Okla	4/43	Community service
San Diego, Colif	11/43	" "

Community Services

Community Services: - C. S. - Savannah, Georgia 5/43

Laundry-service is inadequate for the increased population. Department stores are small and there are few specialty shops, so that it would not be easy to buy much. The chief problem in this connection, reported by many workers, is that the stores are crowded when they are free to buy and that supplies are often exhausted. Stores are open one night a week, but should be open two. In arranging for their summer half-holiday, recently, and finding from WMC that they must work a 48-hour week, they decided to open earlier in the morning rather than remain open an extra evening.

Community Aspect Elkton Md. 6/43

No doubt rumors of misconduct in Elkton are far worse than facts would lead any one to believe - While it is true that the newcomers are seen milling about the streets, and going in and out of the stores, and the post offices at any hour of the day and late evening - It must be remembered that these girls are working on three shifts,, and so even the mere act of going to & from work keeps a certain amount of traffic on the streets - This traffic plus the casual act of going to the post office for stamps, or to mail a package, or maybe going to the bank or to buy a new hat gives the impression that the Defense Workers are on the streets continually.

The Defense Workers are required to wear slacks in most of the jobs, so it is perfectly natural for them to appear on the streets in slacks -

At most any time of day there were fellows in cars out ready for a "pick up," but only one girl was seen to accept a ride, and this could have been a friend or an acquaintance of the girl.

One person close to the situation says that the moral question has been far over-estimated - The girls have no private place in which to entertain their boy friends - maybe the boy friend will soon leave for camp, etc. - so perhaps there may be a display of affection that is not, strictly speaking, proper in public places -

The town seemed to be amazingly well policed - The town is said to have 3 policemen, but in addition, there are auxiliary police employed by all three of the large plants there - Auxiliary police only have limited authority, but could no doubt take care of any problem that came up.

The M.P.'S and the S.P.'s were very noticeable about town, seeming to increase in nos. as the crowds of soldiers or sailors increased -

Mobile Community Survey

Community Attitude toward Workers: mobile Ala., 2/43

The Chamber of Commerce through the housing committee of the Council of Social Agencies and otherwise is also a potent force in deciding matters with respect to housing, according to local reports. It was said that it was the Chamber of Commerce representative who objected for example to the possibility of shipyard workers being eligible to live in the Meaher Building. The Meaher Building, according to present plans, is to be primarily for white collar women. The local housing officials, even the representative of the National Housing Agency, appear to be acquiescing in this plan, although it is admitted that an absolute prohibition against any group of women in war industries cannot be made official in a federal project. Agent discussed this matter with a number of people and found some local women, particularly in the Y.W., opposed to the exclusion of industrial workers.

In Mobile, (as in many other war industry canters), it was frequently said that a certain amount of antagonism has grown up between the industrial workers who have come into the community and the old residents of the city. Naturally such antagonism hampers the development of adequate community programs. The women shipyard welders are said to be about the most unpopular group, partly no doubt because they sometimes appear in downtown Mobile looking dirty and unkempt, and in their work clothing. It is an encouraging sign, therefore, that some groups made up in part of local residents, and particularly of local women, such as the housing committee of the Council of Social Agencies, the Mobile Woman Power Commission, and the Business and industrial Committee of the Y.W.C.A. are now taking an active interest in finding out about the actual conditions under which women must work in Mobile at present (which helps to explain the appearance of some of the shipyard workers). Also these groups are actively considering the needs of women workers. Continued cooperation between government agencies and local groups of this type is therefore very desirable.

Community Action to Attack Problems:

On the invitation of the U.S.O., the Chamber of Commerce, and the Y.W.C.A., a Woman Power Commission was set-up last November to consider problems arising from the "tremendous replacement of men with women in war industries," particularly in shipbuilding. Social agencies in Mobile, representatives of government agencies, and personnel men from some of the war industries have been included in the membership. The general aim is to study various problems of women war workers, such as housing, hospital facilities, night work for women, and health and moral conditions.

In connection with this organization the business and industrial committee of the Y.W.C.A. has been carrying on an investigation of working conditions for women in a variety of industries in Mobile, with the idea of compiling a report to present to the Woman Power Commission. Representatives of this group have visited both of the shipyards and a number of other establishments, such as retail stores and bakeries, and have obtained data from local utilities, transportation offices, government offices, etc.

~~(Su)~~ Labor Shortage in Service Industries Wichita, Kansas 2/43

The Service Industries are experiencing much difficulty in keeping help. The turnover is terrific and service is very poor. Hotels are using old men and women, as well as very young boys and girls who do not appear to be sixteen years old. The maid who cleaned my room was 68 years old - an intelligent woman who apparently did not need to work for financial reasons, but she wanted to help the war effort.

Laundry and dry cleaning services are very poor, due to the shortage of labor. Clothes are returned whenever they can be finished--sometimes ten days or two weeks after collection.

Women are driving public buses and taxicabs, and also Boeing station wagons. Taxicabs no longer come on call unless it is to make a train. If one is available they send a cab to hotels for this purpose. Passengers are crowded together in taxi cabs until the car will hold no more. There is a woman "starter" at the railroad station who groups riders according to their destination.

Beauty shops are crowded at all hours. It is doubtful if a great many beauty operators have left their jobs since they are so busy.

Oklahoma city, Okla. 4/43

Service Industries are having great difficulty getting help. A training course for saleswomen has been organized and several hundred housewives have been trained. Negro women are taking over many of the jobs in restaurants and laundries. Domestic workers, here as elsewhere, are very difficult to find. Hotels no longer change bed linen daily for guests remaining several days. The reason given was inability to get clothes laundered. However, price of room remains the same.

Laundry Service

San Diego, 11/43

These in the armed forces are given priorities in deliveries of laundry and as a result it sometimes takes civilians as long as three weeks to get their laundry back. This was believed one of the causes of high absenteeism among some women war workers. Mr. Woodhead, President of Consolidated Vultee, was reported as having made the statement that he considered the laundry problem one of the chief causes of absenteeism among women at Consolidated.

The stores and meat markets close at six o'clock and very often there is nothing left for them to buy when they reach the store. Many of the women counselors said that women complained of shopping difficulties with the stores not staying open nights, and the shortages of food and merchandise when they did get into the stores. Some of the women workers contacted personally also complained of this. There was one example cited of a woman having to go to eight different stores before she could get a quart of milk.

There has been some local criticism of the meat cutters union for not allowing the workers to stay beyond six o'clock so that the meat markets could stay open longer. Contacts with the Amalgamated Meat Cutters and Butcher Workmen of America revealed that it was more a question of having adequate supplies of meats than a problem of keeping the meat shops open. Often the meat markets were sold out by

around 4 o'clock in the afternoon and there was no object in their staying open later than 6 PM.

The packing house deliveries were reported by the meat cutters union as being 35% below the needs of this area. The union also reported that there would be a scarcity of skilled meat cutters making the keeping of meat shops open longer hours difficult, if their skilled men were drafted as they had been in the past.

The banks in San Diego close at 3 PM just as during peace times which makes it very difficult for workers on the day shift to attend to banking matters. The Bank of America is constructing a branch bank near the Consolidated plant, and there is a tentative understanding that it will stay open late. This will be the first bank in San Diego providing such service.

Economic Character of area

Communities Listed:

Tampa, Fla. 7/43
Burlington, N.C. 7/43
Erie + Niagara Counties - Buffalo, N.Y. 7/43
Durham, N.C. 7/43
Charlotte, N.C. 7/43
Keokuk, Iowa 9/43
Bath, Maine 4/43
Wichita, Kansas 2/43
Oklahoma, Okla 4/43
Tulsa, Oklahoma 4/43

Economic Character of Area

1. General Economic Characteristics of the Area

Tampa, Fla. 7/43

A. Area Covered and Population Estimates

The counties included in the immediate Tampa area are Hillsborough and Pinellas, and the chief cities are Tampa, St. Petersburg, Clearwater, [illegible]

1940 census figures as follows:

Total population, Hillsborough and Pinellas Counties	272,000
Hillsborough County	180,148
City of Tampa	108,391
Pinellas County	91,852
St. Petersburg	60,812
Clearwater	10,136

According to an estimate in spring of 1943, based on registrations for ration book No.2, total population in area approximately as follows:

Total population, both counties	313,478
Hillsborough County	199,800
Tampa	180,000
Pinellas County	113,678

V Grammar, abbreviations, some of agent's own opinions or comments have been included.

In addition to the immediate area comprised of Hillsborough and Pinellas Counties, several additional counties may be considered as part of the general out-lying area, including Lee, Charlotte, Sarasota, Manatee, Pasco, and Hernando Counties.

B. Industries and Current Employment Figures

The principal industires, particularly of the non-seasonal variety, are located in, or near, Tampa. The two largest employers of labor are two shipbuilding companies which have been newly constructed in Tampa as a result of the war emergency. These are both situated on the remote outskirts of Tampa and the McCloskey yard appears to be built mainly on a narrow neck of low land jutting out into the Bay.

At the time of this visit not all of the ES-270 forms for July were as yet available in the area office of the WMC. However, on the basis of the reports received as of May 1, 1943, a tabulation concerning total employment and the employment of women was made. This is shown on the attached sheet, and also a tabulation of women's employment in "skilled" and other categories is attached.

It should be realized of course that these tabulations do not represent total employment in Tampa and vicinity but do give figures for a number of the most important establishments in the area which are on a selected list.

As indicated on the final schedules later data on employment at the two shipyards were obtained. As of July 17, 1943 there were 5,496 employees at the McCloskey Yard, including 402 women, of whom 204 were working in the yard. The Tampa Shipbuilding Co. had 14,536 employees as of July 1, 1943, of whom 1513 were women. Of these women, 556 were engaged in various types of office jobs or were working in the drafting room. It will be noticed on the attached sheet that a third small shipyard is mentioned. Agent inquired of a couple of persons concerning the type of work done at this establishment but did not get very specific information. It is believed to be making small boats of some type, and since the company is apparently not planning to expend, probably there will be little opportunity there for increased use of women.

The 148 women at the Headquarters of the Third Air Force are all office workers. It is estimated that at least 370 of the slightly more than 500 women at Drew Field are also office workers. Of the 487 women at MacDill Field, 230 were classed as "other" on the ES-270 report for May, and these are no doubt mainly clerical employees. Drew and MacDill Field are air bases and according to comments on the ES-270 reports and other comments made by persons interviewed, the women employed for other than office work are truck drivers, parachute packers, seamstresses, chauffeurs, and mechanical helpers or trainees.

The cigar industry has of course been another major industry in Tampa for many years. There was no opportunity to make an investigation concerning the present situation in this industry. However the area director of the War Manpower Commission reported that the cigar companies now have as much, or more, business than they can handle. The industry was recently placed on a 48 hour week (formerly had worked shorter hours) but no lay-offs were necessary. The Manpower director estimated that current employment in the cigar industry is about 5500, with 80% of these women.

Employment at the American Can Co. was lower in May than last winter, because of the seasonal nature of the industry. Probably more workers will be needed next winter. There is also a smaller can co. in Tampa. There are other seasonal industries in Tampa and the outlying region, including canneries, fruit and vegetable packing establisments which operate at peak during the winter months. During this same season many agricultural workers are needed.

Economic Character of Area, cont'd

Confidential Tampa, Fla. 7/43

	Total Number Employed	Total No. Women
Total Employees-All Firms	26,361	3,442
Total Manufacturing	18,604	1,494
Total Shipbuilding	18,379	1,381
Tampa Shipbuilding	13,331	1,138
McCloskey "	4,172	233
Tampa Marine Co.	876	10
Tin Can Manufturing(Am.Can)	225	113
Total Non-Manufacturing	7,757	1,948
Govt.Establishments	3,785	1,140
Drew Field-Civilians	1,936	505
MacDill Field "	1,691	487
Headquarters-3rd Air Force	158	148
Transportation	1,734	151
Tamiami Trail Tours	205	28
Central Truck Lines	430	50
Fla.Highway Express	36	2
Motor Fuels Transport	130	5
Blocks Terminal	800	60
City of St.Petersburg, Trans.	133	18
Public Utilities	1,557	619
Tampa Electric	696	73
Peninsular Telephone	861	546
Construction	681	26
Drew Field-Construction	681	26

Total Employment by Skill Grade-- May 1,1943

	All Employees	Women
All Firms-Total Empls.----	26,361	3,442
Skilled ----------	8,359	134
Semiskilled --- ----------	7,678	970
Unskilled ----------	6,230	235
Other----------	4,103	2,103*
Total Manufacturing ----------	18,604	1,494
Skilled ----------	6,591	55
Semiskilled----------	6,192	632
Unskilled----------	4,044	126
Other----------	1,777	681*
Total Non-Manufacturing---------	7,757	1,948
Skilled ----------	1,759	79
Semiskilled----------	1,486	338
Unskilled----------	2,186	109
Other----------	2,326	1,422*

*Includes clerical group

Reported to have been a 3% increase in employment of women in these same industries over a year ago.

Economic Character of area, contd

Burlington, N.C. 7/43

The following information was obtained from the local USES office, Management of firms, union officials, the Chamber of Commerce, and representatives of several agencies.

The Burlington labor market area consists of Alamance County. The 1940 population in this county was 55,427; about 28 percent are rural farm people. Negroes form about 18 percent of the population of Burlington.

Alamance County is predominantly a textile center, with almost 12,000 employees, according to the 1940 census. Currently, at least, 8,500 persons are employed in local textile establishments, with hosiery manufacturing having over 5,000 of these.

The Fairchild Aircraft Co. is the only defense plant in or near Burlington. This company now employs about 1,250 workers, and anticipates hiring 1,817 in-migrants and 488 from the commuting area of about 35 miles. Of the 1,817 in-migrants there will be 1,000 unattached females and the balance will be males with dependents, or 38 years and over. (The foregoing statement on hiring was made by the company, but it is rather doubted by most local people.)

There are no camps or Government training centers in Burlington, and being a small town there is almost no increase in activity from Camp Butner, nor the pre-flight training school at Chapel Hill, even though both are only about 20 to 30 miles away.

Burlington is in Group II. War Manpower classification.

The availability of employees in Burlington is a much disputed question. The Fairchild Co. seems to be unable to get employees, while union officials say that many go there who are never hired. The USES had made a special arrangement for this co. in order that men of some certain skills could be loaned the Fairchild Co. These men were being recruited from St. Louis, Detroit, and other USES offices. This has not been wholly successful, as it seems that the co. fails to keep the promises made to the men, and so the men leave. Fourteen men (of certain skills) were brought in from St. Louis with the definite promise that they would be given day work only. The men were put on night work and so would not stay.

In spite of the supposed inadequacy of employees, about 75 workers (both men and women) had been loaned by this company to the Consolidated Aircraft at Elizabeth City, N. C. Also, there have been many "spotty" lay-offs in this co. The production is not steady and there are complaints of lay-offs of varying duration in many departments.

A number of workers are commuting from Burlington to Carrboro, N. C. (about 26 miles) each day and working in the explosive plant there.

One hosiery company stated that due to their low wage (which they are now trying to get raised) they are not able to get employees. But the better paying hosiery mills seemed to have no difficulty. The hosiery mills have substituted women for men in boarding and full-fashioned knitting, and have increased the number of women on circular knitting, but this has not been extensive.

Economic Character of Area, cont'd

Burlington, N.C., Cont'd

From the various statements made and from general observation, it would seem that there are enough employees in Burlington, except for men with certain specified skills, and these were being gotten on a loan basis with no great difficulty. The USES has had pooled interviews for this company in other USES offices.

Stores and service industries showed no evidence of a great need of employees.

	Employment Trend		(USES figures and statement below)
Industry	3/43	9/43	3/44
Total	7,887	10,060	10,737
Textiles	6,594	6,803	6,803
Wooden furniture	232	257	257
Aircraft	1,061	3,000	3,677

The currently available supply in the area will probably not exceed 1,200 workers (current unemployed and nearby residents), but probably it is realistic to expect 3,480 workers to be available during the next 6 months and 4,200 during the next year.

Major problems

1. The Fairchild Aircraft Corporation must state definitely their hiring and wage policies. At present the wage scale and hiring specifications are not sufficiently attractive and/or designed to draw hosiery mill workers into the plant.

2. The hosiery industry, especially ladies full-fashioned plants, should increase their hours of operat on, which will alow the release of employees and still make possible the consumption of all allocated raw material to these plants.

3. Stabilization plans need to be immediately designed and placed in operation to guarantee fuller utilization of local labor. This means present pooled interviews being conducted over N. C. and Tennessee by the USES for Fairchild should be discontinued until such time as all local labor supplies have been exhausted.

4. In view of the need for maximum utilization of potential women, day-care facilities and war-training classes must be immediately analyzed.

Erie + Niagara counties - Buffalo, N.Y. 7/43

All workers havebeen moved from non essential industries who can be enticed to do so unless non essentialemployers permit retention of seniority etc to those who leave,-and they are unwilling to do so.

Some contracts have been witheld from this area because of lack of workers and Mr. S. consideres it as critical an area as any in the U.S.

They had 33 girls who had not worked in fatories previous to the war and who were loaned and paid by their factories to make house to housecanvas after a careful training. They could and did dicsuss with housewives the emotinal states through which they as she would go in going into work for the first time. But he considers that the net result was not worth the effort.

Durham, N. C. 7/43 Economic Character of area, cont'd 6.

Durham a city of the New South, is an industrial, educational, and commercial center situated on gently rolling terrain in the North Central section of North Carolina, in the greatest tobacco growing area in the world. Durham is the seat of Durham County, and the smaller surrounding communities are Creedmoor, Hillsboro, Carrboro, Chapel Hill and Wake Forest. The towns of Oxford and Roxboro, thirty miles Northwest and Northeast of Durham and the cities of Henderson and Raleigh have also many problems in common with Durham, resulting from the establishment of an Army Camp of 30,000 men just North of Durham.

A little tobacco factory was in operation in Durham in 1861. Tho it was 8 years later when a factory was acquired for the making of the famous Bull Durham blend. By 1874 the Duke tobacco factory was established, but it was not until 1874, when a cigarette machine was installed, that production on a large scale was started. From this early beginning Durham had a number of skilled workers to draw from. The large defense plant in operation here formerly made tobacco packing machinery.

Durham County in 1940 had a population of 80,244 an increase of 19.4 percent over 1930; population of the city of Durham in 1940 was 60,195, 15.7 percent over 1930. The present estimate for Durham is 70,000 and for Durham County the estimate is 100,000.

The Negro population in Durham in 1940 was about 23,000.

A large area in South Durham is known as Hayti where 12,000 of the city's Negroes live, operate business firms, and have their own college, schools, churches, library, hospital, and recreation facilities.

Nearby Camp Butner with its 30,000 men, and the Naval Training School at Duke University, combined with the large (said to be 2nd largest in the U.S.) pre-flight training school at Chapel Hill only 12 miles away, all put an additional tax on the city's housing, food, services, etc. Many of the wives of servicemen are living in Durham, and the soldiers and their relatives and friends meet in Durham for short or extended furloughs.

The principal pre-war industries were housed in 90 factories, and the products were cigarettes, smoking tobacco, sheets and pillow cases, hosiery, flour, fireboard containers, proprietary medicines, wooden boxes, furniture, roofing, fertilizers, etc. The N. C. Mutual Life Insurance Company, largest business enterprise in the world operated by and for Negroes is in the heart of Durham's business section.

Durham has had no real shortage of labor and is now classed in Group IV. by the War Manpower Commission.

As of March 1, 1943, the employment outlook for this area appeared as follows:

	6 months	12 months
Total Demand	6,000	9,500
Total Supply	8,500	13,400

The supply of labor for the area has been conservatively estimated.

	Employment Trend		
Industry	3/43	9/43	3/44
Total	16,226	17,357	17,705
Textiles	9,052	9,027	8,977
Ordnance	2,238	2,455	2,845
Governmental	2,243	3,055	3,055
All Other	2,693	2,820	2,828

Economic Character of Area, cont'd

Durham N.C. 7/43, cont'd

Wright Automatic Machinery Corporation, manufacturing precision instruments for the Navy is situated on the edge of Durham, is at present employing a total of 1,000 - 257 of these are women. There are no Negroes in production, a few are employed in cleaning and maintenance. This Company is said to have seven years of war orders. The beginning rate for women or men is 65 cents per hour, with automatic raises of 5¢ per hour. The bulk of the women are making 70 cents per hour.

National Munitions Corporation, is located in Carrboro about 12 miles from Durham,* This is a new concern, formed to use the local Carrboro hosiery workers, and nearby farm women who had never worked before. There are about 1,223 employed here, 915 of these are women. There are no Negro women employed in production, but there are about 160 Negro men, working in production, as move men, general labor, etc. This Company has had no labor shortage. The Company has recently been organized by the A. F. of L. (N.R. local) and this is said to have surprised the Company greatly, as their location was picked thinking that they would be away from union influence. The beginning wage for women is 47½ cents per hour, and shortly they are increased to 53 cents per hour, which is the prevailing and top rate for all except a few inspectors who make a few cents more.

While agent was in Durham, 2 representatives from the National Fireworks Co. were in the U.S.E.S. office recruiting workers. The Triumph Fireworks Co. of Elkton was scheduled to recruit workers there the following week.

* but has drawn very few workers from Durham.

In addition to the above two plants, there are large textile mills, hosiery mills and tobacco factories with Government contracts or orders. In May of 1943 there were 4,304 textile employees, 2,187 were women. The average wage for women textile workers over the entire state is about $15.00 for 40 hours. The average in Durham is estimated to be slightly higher.

In May of 1943 the hosiery industry in Durham employed a total of 1,950 workers, 1,031 of these are women, and 175 are Negroes.

Tobacco showed a total of 2,428 in May 1943, and of this number 1,004 were women, and 912 of the total were Negroes. White women work in the cigarette making and Negro women work in the tobacco manufacturing.

None of these industries are expected to expand to any appreciable extent in the next year. The textile industry does not expect an expansion, but anticipates replacements by women for men going into the Armed Forces. Boys, 16½ years old and up, and women are being trained on the job to take care of this demand.

Economic character of area
Charlotte, N. C. 7/42

(The information in this report was obtained in Charlotte during the period August 10-21, 1943. The information is from U. S. E. S. reports and records, Charlotte Chamber of Commerce and Union officials and from representatives of several agencies.)

Settled near the border in N. C., one of the Original Thirteen States, it is a place of some history and background. It has consistently followed a forward course. In the process, Charlotte neither has become a cosmopolitan city nor remained provincial.

The population has increased from 18,000 in 1900 to 100,000 in 1940 -- and it is estimated that there has been a slight increase in population since that time. To this should be added 50,000 for Mecklenburg county and some 600,000 more within a 50-mile radius, many of them living in sizable communities.

The Negro population in Charlotte in 1940 was about 31,500. The Negro schools have 5711 pupils and 159 teachers and the Johnson C. Smith University. There is 1 hospital for Negroes and 12 Negro physicians.

During 1940 Charlotte's five hosiery plants had 335 knitting machines -- more than in any other southern city. The product: full-fashioned silk hosiery -- over 20,000,000 pairs a year. This accounts for around 4 percent of the entire country's output of full fashioned silk hosiery. Approximately 3000 men and women were employed in this industry. Charlotte also manufactures awnings, bags, blankets, curtains, clothing and other textiles. Within 100 miles of the city are mills with a total of 10,000,000 spindles.

The nearby Camp, Depot, and Air Base brings a certain increased activity to Charlotte, but the influx is not felt to the extent that it is in most towns near Army Camps.

Other War Industries

The only other large War plant, at present, is the shell loading plant operated by the U. S. Rubber Co. about 9 miles outside of Charlotte. This company opened about 1 year ago and employs about 4500 white men and women and about 750 Negro men and women. There are other plants here with small Government contracts.

There are two new plants just opening here, one the Powdrell and Alexander Co. which will employ about 350 women in sewing machine operations for fragmentation bombs. The other is the National Carbon co. which has other plants in the State working on a most secret product for the Navy. This Co. is just getting started, and at present there is no knowledge of numbers to be employed.

The Charlotte area, which is now classed in Group II by the War Manpower Commission -- at present none of the towns in N. C. are in Group I -- is composed of five counties, Cabarrus, Gaston, Lincoln, Mecklenburg, and Union counties in N. C. and York County in S. C. The usual N. C. labor market area is more rural than urban with emphasis on the small number of cities and towns. Indicative of the intensive industrialization of the Charlotte area is the fact that there are in this area, including Charlotte, 15 towns and cities each with more than 2,000 population. In fact the 15 cities and towns have a total population of 200,000 people.

Following from U. S. E. S. Labor Market Report -- April 10, 1943 --

Establishments covered by the U. S. E. S. reporting program have a current employment of 83,202, 70 % on war work with an anticipated employment of 87,190 in six months and 87,090 in twelve months.

The Charlotte area, taking into consideration from less essential work and potential women which total over 60 % of the supply, would be classified as a surplus area, if all of the potential supply materializes. This classification is due to the fact that the supply of workers during the next 6 months exceeds the labor demand by 7,750 and in twelve months by 5,600. However, the current job seekers plus the normal new entrants to the labor market equal less than half the labor demand for the next 12 months. Experience in recruiting labor, especially potential women workers, for the Shell Loading plant has proven that over 60 % of those interviewed would not accept this type of work. Besides, current textile production has indicated a high level of production throughout 1943 on either war or essential civilian production. Because of the character of over half of the area's supply of labor, it is safe to assume that only with the most intense recruiting can labor be supplied locally to meet the demands and in some instances migration from outside the area will be necessary for certain demands.

Major Problems

1. The labor supply of the area is both nebulous and real. It is nebulous in that people may or may not leave less-essential work and potential women workers may or may not desire to enter the labor force. The supply is dependent, all other factors being equal, on the type of work. Yet, the labor supply is real in that an attractive new industry with a slightly better than average wage would have no

trouble securing workers. Therefore, the area has a problem of maximum utilization of existing labor without disruptive outward migration or the suffering of local industry. This will require careful and continuous action.

2. Bad labor practices such as labor turnover, absenteeism and the pirating of labor, are very apparent in this textile section. Several plans have been proposed and in one or two industries the plans are being effectively administered to reduce losses of man hours. To stop these malpractices with effective controls will be a paramount problem and a most worth while accomplishment for the manpower officials of the area.

3. If a section of S. C. is considered a part of the Charlotte area, it behooves the War Manpower Commission to consider seriously the existing stumbling block of State lines in making possible the efficient channeling of labor.

4. Textile plants of the area are losing men heavily to Selective Service. To effectuate a more efficient transition of women to these new jobs, serious consideration should be given to in-plant training, or pre-work apprentice schooling, and to day-care nursery facilities.

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A recent lay-off of about 1500 people at the Shell Loading plant -- lasting for 3 -4 weeks -- plus lay-offs of short duration in many departments has been an important factor in getting and keeping employees. During this time workers who had previously worked in the hosiery mills, were unable to get unemployment compensation as jobs were available in the hosiery mills so a goodly number returned to their former jobs in hosiery mills. Some have never been recalled to the plant.

A study has just been made by the WAC's here in Charlotte, according to the figures compiled there are 8335 potential women workers in Charlotte.

There were about 20,000 questionnaires sent out. There were 929 returned blank (not filled in.)

Potential Women Workers

Classified age groups	Number of Women
21 - 34 years	1746
35 - 44 years	990
45 - 49 years	402
19 years old	280
20 years old	238

Last year a similar study was made, 11,000 were canvassed -- only got 3600 that would want work. There is very little in-migrant labor here, but it is heavier than the out-migrant.

Local L. M. Report — Restricted

Charlotte, N. C. — Charlotte N.C. 7/43 — 6/15/43

Section A. Analysis of L. M. Trends and Developments.

I. Table 1. Trend of Employment.

I	II	III	IV	V	VI
Firm or activity	May 1942	May 1943	August 1943	November 1943	May 1944
Total					
Anticipated Changes					
Industry					
U. S. Rubber		5315	6000	6000	6000
Anticipated Changes			+685	+685	+685
Textile	7322	7206	7140	7140	7140
Change			-66	-66	-66
Machine Shop Aircraft		101	112	112	112
Anti change			+11	+11	+11
Machine Shop	345	275	296	296	306
Anti Change			+21	+21	+31
Trucking Cos.		3000	2750	2850	2750
Anti change			-250	-150	-250
Bus Transportation	430	765	790	790	800
Anti Change			+25	+25	+35
Public Utilities	718	701	705	710	710
Anti change			+4	+9	+9
Communication	2629	2874	3003	3146	3453
Anti change			+129	+272	+579
Paper board containers	275	375	450	475	500
"			+75	+100	+125
Bakeries	1336	1569	1575	1585	1569
"			+6	+16	xxx

Charlotte, N. C. V/43

I	II	III	IV	V	VI
Foundry	400	235	235	235	235
Quartermaster	418	1316	1316	1316	1316
Asbestos	406	453	480 +27	490 +37	490 +37
Cotton	252	340	340	340	340
Total establishments	14531	24525	25192	25485	25721
Amount Changes			+567	+960	+1196
Construction					
Agriculture					

II. Discussion of Employment Trends

The U. S. Rubber Co. expected to reach their peak of 6000 within 3 months. However, since they have had to lay off approximately 1500 people recently, this forecast may be changed. An unusual trend is shown in the textile group since in the past 4 years textile mills have lost their 3rd shift and the current number of persons employed is only 116 people short of what it was a year ago. So, Bell Telephone Co. shows an expected increase of 579 in the next twelve months, but this will be scattered out over the whole division so that it will not affect the local labor market.

There will be about 4230 persons in the next 6 months migrating to other areas. This figure includes those going to the military service. This volume of workers going out of the labor market will leave Charlotte in the shortage area. It is hoped that this will be gradual enough so that persons coming into the labor market from less essential industry and withdrawals from the service establishments can be taken care of for the next 60-90 days. If the local supply had the proper skills our demand could be met. However, of the available local supply practically all skills have been taken and we are now training with over-age women. Unskilled workers "never do wells," and youths coming into the labor market.

Economic character of area

Charlotte N.C.

4. Hiring Specifications. Hiring specifications are as low as possible. The chief specification now is the willingness to work and most any employer that has need for workers is now using learners wherever possible. They are even willing to hire handicapped workers if the handicap is of such a nature that it will not hinder him in the work.

5. Recruitment Methods: The Charlotte office is still conducting pooled interviews with representatives coming from shipyards and aircraft factories.

6. Working Conditions: Working conditions in this community have generally improved.

7. Lack of Contracts: There has been some lost time at Charlotte Tent and Awning Co. and Chas. W. Brenneman Co. due to the lack of contracts. This involved less than 100 persons.

8. Lack of Materials and Equipment: None.

9. Other Factors: Between 1,500 and 1.700 persons were laid off at U. S. Rubber Co. for an indefinite period due to the lack of projectiles for 40 mm. anti-aircraft shells. The length of time that these persons will be off will be decided entirely on how long it will take the Engineering Division of the U. S. Navy to overcome this difficulty. Some few of these people have already gone back to work. The majority of them have never worked before and are not actively seeking employment. They are waiting to return to the shell loading plant. Some are reporting to this office that they are not able to stay out of work and want to be referred to other jobs.

Keokuk, Iowa. - 9/43

Mr Turner reported that there was no shortage of male labor in Keokuk. There has been no survey made to find out what the available supply of woman labor is. Keokuk is a manufacturing town and a number of industries have always employed women. Fewer women are therefore left in the home group than in non manufacturing towns. General Mills has operated a plant (Purity Oats) there and has now brought in a new one so that the supply of female labor is getting tight. The Iowa Ordnance plant at Burlington (40 miles away) drew heavily on the female labor supply when it opened. At peak it employed 10,000 to 12,000 people with possibly 60% women. In the early summer there was a lay-off but recently they have begun to advertise again for labor.

Economic Character of area.

Bath, Maine 4/43

Economic character of area: The town, as has been said, is but a short walk from the yard. In the last war the town expanded greatly and for many years afterwards there were empty houses from which the families of shipyard workers had moved out. There are no hotels except third rate, and the best of the two or three small wooden buildings did not even serve any meals. Two or three cafes of fair size and a considerable number of stores, (about two blocks) with a movie house, some small eating joints, no liquor stores made up the main business street, some stores were vacant.

Economic character of area

Wichita, Kansas 2/43

A. Location and Population Increase:

Wichita is located in the south central part of Kansas in the great Wheat belt. Out of this agricultural setting came one of the war's biggest boom towns. People from every state came to Wichita to get jobs in the aircraft plants. Population figures jumped from 115,000 in 1940 to an estimated 250,000 to 260,000 at the end of 1942. Wichita is now the largest city in Kansas.

B. Industrial Pattern:

Prior to the defense program with its demand for a rapidly expanding airplane production, Wichita's industries were predominately those relating to the soil-grain storage, meat packing, and oil drilling. Rail transportation is of minor importance because the city is not on the main transcontinental lines. At present, the aircraft industry dominates to such an extent that Wichita is fast becoming a one industry town.

The principal woman-employing war plants are:

Boeing Airplane Company)
Beech Aircraft)--Manufacturing and assembling
Cessna Aircraft) planes
Culver Aircraft)
Aero Parts Manufacturing Co.)
Aircraft Welders Inc.)--Manufacturing aircraft
G and H Tool Company) parts
Coleman Lamp & Stove Co. ---Ammunition parts, Army lanterns and stoves

In addition, there are many small subcontractors making aircraft parts.

The Langdon Tent and Awning Company moved to Arkansas City early in January because of the difficulty in securing and holding workers. They employed several hundred women. The owner stated that the employees all went to the aircraft plants as soon as they could get a job there.

The Southwestern Uniform Company is still operating but due to the wage differential between the sewing and aircraft industries, much difficulty is experienced in holding workers.

Economic character of area

A. **Location and Industrial Pattern.** Oklahoma City, Okla. 4/43

Oklahoma City, the capital of the state, is located in the central part of the heart of the oil region. Even the capital grounds are dotted with derricks. The discovery of oil on this property has yielded much revenue for the state. Oklahoma City is a "young" town which grew rapidly when the oil wells were brought into activity in 1928. The 54th anniversary of the "Run" into Oklahoma was celebrated in April of this year. At present its population is approximately 240,000 - an increase of about 20,000 since 1940.

The economic characteristics are primarily rural. Large wheat farms are found north and west of the city and cotton to the south. The raising of cattle is also important.

Women workers formed a small part in the industrial pattern prior to the defense program. In 1940 male workers made up 79.4% of the total labor force 14 years and over. The principal industries - oil, grain storage and milling employed few women, even in offices. At present some women are on production in the mills, and many women are replacing men in the offices and laboratories, both in the oil and milling industry.

The defense program brought a marked change to Oklahoma City. The establishment of two large naval air bases and an Army Air Force Depot has turned Oklahoma City into a military center. Several hundred Waves are employed at the air base.

The principal woman-employing war plants are Douglas Aircraft and the Oklahoma City Air Depot. The number of women employed is rapidly increasing in both plants. By the end of the year at least 60% of the total labor force at Douglas and O.C.A.D. will be women workers.

Economic character of area

TULSA, OKLAHOMA 4/43

A - Economic Characteristics:

Tulsa is called the Oil Capital of the World because more than 1,000 oil companies have offices or refineries in this city. The most productive oil fields in Oklahoma are now farther west, but the main offices are still in Tulsa. The oil boom brought much wealth to the city, but up to the present it has never been an industrial town. The employed white women were sales, office or professional workers; the negro women were domestic servants or laundry workers.

The industrial pattern of Tulsa has changed since the advent of war plants and their increasing demands for women. Domestic help is difficult to get since more jobs are opening for negroes.

The three largest war plants in the area are:

Douglas Aircraft - over 40% women at present, with an estimated 60 to 70% women at peak production.

Spartan Aircraft - about 40% women.

Oklahoma Ordnance (Smokeless Powder manufacturing)- about 10% women at present. Percentage will increase.

Other plants hiring one hundred or more women on production are:

Morris Manufacturing Company (Shells) - about 20% women.

Commander Mills (Sheets) - over 50% women.

American Canvas Manufacturing Company (Tents) - 90% women.

Employment of Negroes.

Communities Listed

Burlington, N.C. 7/43
Erie & Niagara Counties. Buffalo - N.Y. 7/43
Durham. N.C. 7/43
Charlotte. N.C. 7/43
Keokuk, Iowa 9/43
Memphis, Tenn. 8/43
Portland, Maine 4/43
Elizabeth City, N.C. 3/43
Savannah. Ga 5/43
Charleston, S.C. 5/43
Evansville, Ind. 3/43
Oklahoma City, Okla 4/43
Tulsa, Okla 4/43

Employment of Negroes

f. **Discussion** Burlington, N.C. 7/43

Negroes

There are not many Negroes in Alamance County and the few that are here are sprinkled throughout industry. They work in an unskilled capacity in all cases.

Negroes

There are not many Negroes in this county. Alamance Co. The few that are to be found are used in industry. There are about 100 Negroes employed in Fairchild Maintenance Department, who make $39.00 per week. This attractive wage causes all Negroes to want Fairchild jobs. No trouble is experienced in getting these maintenance workers.

Erie & Niagara Counties - Buffalo, N.Y. 7/43

Negroes

On May 1,1943 of a total employed of 221,219, there were 64,968 women in the 184 war plants in Erie and Niagara Co. employing 50 or more. Of these men and women 10,888 were non-white altho there are only 22,000 colored men women and children in the area. Colored, older, and handicapped wprkers ahev been used because no other workers were available.

Durham, N.C. 7/43

Negroes

There has been an increase in employment of Negroes in all these industries. The greatest drawback to hiring Negroes is due to attitude of workers on the job, rather than of the employer. In instances where Negroes have been tried , fellow white workers left the job when Negroes came to it.

Negro

The employment of Negroes as servants is gradually changing as war industries open their doors to them. They are leaving domestic work for more profitable employment. We believe this trend will help to put domestic work on a business-like basis, causing an increase in wages, shorter hours, and better working conditions generally.

Negroes

Truck loads of workers were transported to Elizabeth City, Cherry Point, and Jacksonville. The Pennsylvania Railroad recruited 66 Negro laborers from this area. The Kaiser Shipbuilding Co. and Norfolk Navy Yard called on this office for workers.

Charlotte, N.C. 7/43

Negroes

Service industries have experienced some difficulty in getting and keeping workers, but this has not been serious - Many of these workers are Negroes, and up until this time Negroes have not been taken into production in large numbers.

Negroes

413 non-whites are employed. (N. R. numbers of male and female)

Negroes

The largest employer of both women and non-whites in Charlotte is the U. S. Rubber Co. They employ 3,668 women and 562 non-whites. This is a Government operated plant and hiring is done according to Government specifications. The next largest industry that employs a large number of women is the textile industry. This is increasing as manpower dwindles. However, there is very little likelihood that the number of non-whites will ever increase in the mills due to the racial problem. In the asbestos industry non-whites have made a slight gain in the last year due to the fact that they are being solely employed in the opening and card rooms in the asbestos plants in this locality. The second largest employer of non-whites in this area is the Quartermaster Depot with 413 on the payroll. They are used mostly as laborers. As a whole there is a gain in the employment of women in almost every industry while the employment of non-whites is staying at a minimum except in Government establishments and laundries where it is a practice to use a large number of non-whites.

Employment of Negroes, cont'd

Charlotte, N.C. cont'd 7/43

There is no surplus of Negro workers in this area. At present there is a total of 2,344 colored laborers in establishments covered by USES 270, and yet, these employers are still complaining about shortages of Negro workers.

Negro

The majority of employers in this area are using women extensively but are using a very limited number of Negroes in their establishments due to the friction that would be caused between white and Negro employees.

Keokuk, Iowa. 9/43

Miss Witcosky stated that there had been no special recreation or housing problems in Keokuk as there had been no influx of labor. She said that there was an available supply of men and women in the Negro group as all of the plants, except Swift & Co., had refused to employ Negroes. About 10% of the population is Negro. The Community Chest alloted $1200 to open a Negro Community Center. The appeal was based chiefly on the need for a child care center. Mothers are mostly in the service group.

Negro Women Memphis, Tenn. 8/43

The Labor Market Survey Report for July, 1943 had a statement in it which indicated that total Negro employment in non-seasonal establishments had decreased slightly during the past year. According to several persons interviewed there has been no great increase in the opportunities for the employment of Negro women except that a few saw mill and planing mills are now using some of them, chiefly as off-bearers. Also some of the cotton compresses and cotton oil companies are using Negro women for "clean up work" and according to a union official, paying them usually about 40¢ or 42½¢ per hour.

Several furniture companies are also using some Negro women, although this may not be a new development. The Downcraft Furniture Co. was reported to have about 40 Negro women and the head of the CIO said that the Memphis Furniture Co. with about 750 employees has about 40% women.

There are a couple of small cosmetic companies in Memphis which employ Negro women but apparently this is nothing new. They are not being used on production at the major plants, such as Fisher, Firestone, National Fireworks, etc.

Portland, Maine
4/6/43

Utilization of Negroes and Minorities

Very few negroes lived in Portland prior to 1942. A number have migrated here, largely from Boston, during the past year and a half. These have been absorbed by industry at once, as both the shipyards and building contractors have used them without prejudice. Since in all cases the in-migrating negro was interested primarily in the amount of money he would earn, these were the jobs he wanted. Many employers in the area have not had a colored applicant appear at their gates.

No minority problem exists in the area.

Employment of Negroes.

Community Notes (~~Housing~~) Elizabeth City N.C. 3/43

Negro-Mr. Cherry says that he can't bring Negro laborers (male) in here, as there is no place for them to live. "They pack up 7 & 8 deep in a room", then stay 2-3 days and can't find any place to live so they leave. "Then they hollor about absenteeism."

Community Study - Savannah, Georgia, May 12, 1943
Agents: Ziegler & Harnish

Negro Women

We also visited several Fertilizer companies and found they were using a few Negro women on fairly heavy work. (See our account of this, sent to W.B. office).

Mente and Co., manufacturing sugar bags, twine, etc., as of a report we have for February 1943, was using 100 women (Negro women in production) and it was said at that time that it could use 260. Recent reports are that the number of Negro women employed here has been increasing.

It was also reported at U.S.E.S. that some women were being used on lighter work, substituting for Negro men, in the lumber yards and that some Negro women were also being used in place of Negro men on light grading work.

Charleston S.C. 5/43

In speaking of the available labor force, Mr. Irvin stressed the fact that the great laboring class in the south has always been the Negro group. Therefore, he felt that the south must face the fact that it would not have such a great shortage of labor if it would utilize the Negro to a greater extent in its war-industries, and that, if it is to do this, it must give the Negro an opportunity for training, in the Vocational Schools, and, more especially, in the plants, that it must consider the Negro for more than laboring jobs, and must give him a chance to advance as he acquires greater skill. Unlike Mr. Moorer of the U.S.E.S., Mr. Irvin was not discouraged about the usefulness of Negro workers and felt the Negro could do the job, if given an honest opportunity. (Mr. Irvin has lived in this section many years but is not a southerner.)

Race - Negro workers Evansville, Ind. 2/43

Evansville, close to the Kentucky border, is far enough south to present problems of absorbing negro workers. Both employers and workers evidence an unwillingness in a number of factories to accept Negroes as production workers. The Negro population of Evansville was reported as normally between seven and eight thousand and it was estimated that ablut 1500 are now employed in war industries but the latter figure includes some who come from rural and small towns in the commuting area. Most of these are men working in the Chrysler Ordnance plant and laborers in the shipyard. The largest number of Negro women are in the Chrysler Ordnance plant where there are about 300. Some Negro women have been employed recently in the Cavlier garment factory. The tendency in Evansville was to segregate Negroes and group them on certain jobs or in a single department - packing at Chrysler. Lack of separate rest rooms and toilet rooms was reason given by some employers for not employing Negroes.

Oklahoma City, Okla 4/43

There is much local prejudice here against negroes - a factor that has been largely responsible for the discrimination against them in the war plants. Since the labor shortage is becoming quite acute, prejudice can be broken down and employers will be forced to hire these workers.

Indians are not discriminated against in any way.

(Employment) Tulsa, Okla 4/43

After the negroes finished their training, they found it was almost impossible to get jobs in the war plants, except in Service or Maintenance. Spartan Aircraft had no negroes in any capacity at time of visit, but they promised to hire some colored workers within a week or ten days. Douglas hired about 300 negroes, but there were only 8 men and 20 women on semi-skilled jobs in March, 1943. The other trainees were still in Service jobs.

Dupont Company have a much higher percentage of negroes than the Douglas Aircraft, although there are no negroes living anywhere near the plant. All colored workers come from Tulsa or Muskogee. Dupont's have a negro counselor who also acts as a personnel interviewer.

Employment of Women

Communities Listed

Tampa, Fla. 7/43
Burlington, N.C. 7/43.
Erie & Niagara Counties - Buffalo, N.Y. 7/43
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Memphis, Tenn. 8/43
Savannah, Ga. 5/43
Mobile, Ala. 2/43

Employment of Women.

Employment of Women--- Tampa, Fla. 7/43.

Even if the estimates as to future labor needs are discounted considerably, and even if better transportation and other arrangements are made so as to utilize more workers housed in neighboring towns, it would seem desirable, in view of the general labor needs expected, to use as fully as possible all available workers already living in Tampa and its immediate vicinity,-including women workers.

In looking over various figures in the data of the area WMC, the following figures concerning the employment of women were noted:

May 1,1943----------	3,442	women employed
by Aug.1,1943----------	4,372	women expected to be employed
by Nov.1,1943----------	5,036	women expected to be employed
by May 1,1944----------	5,089	women expected to be employed.

Since this is an estimated increase in the number of women employed of only 1647 during the period when it has been estimated by the same general group of officials that 27,188 actual hires may be needed, it seems ~~xxxxxxxxxx~~ obvious that local manpower officials are not very hopeful about meeting many of their labor needs by the use of women. According to general estimates given by the two large shipyards on various reports made to the WMC, they have estimated that they may employ about 1100 additional women by Nov., 1943, but apparently do not expect to expand their employment of women to any significant extent after that time. (The government establishments are not expected to expand their total employment to any extent. No definite information ontained as to possible increases in the proportion of women employees at the two air fields).

The estimated proportion of women is not very large even if one uses "net demand" estimate of 18,863 rather than the figure for actual hires.

A few other comments concerning opinions and trends with respect to the utilization of women workers in the Tampa area may also be worth mentioning.

In the Labor Market Development Report of June 15,1943(p. 11) it was stated that "Employers in this area have not readily accepted women employees and both large shipyards have tapered off in their use of women. As of June 1,1943 there is an overload of women registered in the local employment office, with not enough job openings. These are mainly teachers who have registered for summer work."

The area director of the WMC, the manager of the local Employment Service, and Mrs. Franz of the Fla. Vocational Education Dept. all agreed that there were women available and willing to take jobs who could not be placed.

In this connection some figures concerning the placements made by the local office of the U.S.E.S. in June may be of interest:

Total No. Registered	5,627
Men Registered	3,416
Women Registered	2,211
Total placements for mo.	5,113
Men placed	3,947
Women placed	1,166

Categories in which women placed:

Clerical and sales	504
Professional & managerial	9
Service	81
Skilled	38
Semiskilled	195
Unskilled and other	339
	1,166

It was also reported, in another breakdown, that 681 of the 1166 women were placed in manufacturing.

It will be noted that while more men were placed than were registered during the month of June, there was a surplus of women.

Another comment concerning the employment of women made in the June Labor Market Development Report(p.10) however appeared to indicate that at least some of the employment officials in the area do not think too highly of women's general abilities to do war production jobs. According to this statement "women not customarily in the labor force will all be unskilled and will have to be trained to enter war production. It is not likely that over 5% of these will be adaptable to war production jobs, and local women will fit better into less essential jobs, thereby releasing men for essential work."

This idea of substituting women for men in non-essential or less-essential industries so that men can be released for shipyard work seems to appeal strongly to the area director of the WMC, and [illegible] to a number of other people in Tampa. Some advertisements have been run in the local papers urging wwn to leave their "civilian" jobs and transfer to essential industries.

The area WMC dircotr said that the hotel and laundry industries in Tampa had been declared "locally essential" but indicated that men would not be retained in jobs in these industries which women can fill.

Agent recognizes, of course, that the idea of utilizing more women in civilian industries is sound, provided this plan is not used as an excuse for failing to consider adequately the possibilities of increasing the use of women, also, in war production industries.

In line with the plan to expand the use of women in civilian industries in Tampa it seemed obvious that more information concerning the number of women who could probably be used in these industries, and the number of men who could presumably be released for shipyard work, was highly desirable. It was said that plans had been started for making a survey of the situation and that a questionnaire to be used had been at least partly developed. The plan had been to have this survey conducted under the auspices of the Chamber of Commerce. However, Mrs. Franz reported during a conference with agent and the area WMC director that she had recently talked with an official of the Chamber of Commerce who had indicated that his organization was no longer interested in conducting the survey. (He gave as his reason (to her) that it was too hard to find out what the plans of the WMC and other agencies really were, that there were too many comflicting stories and points of view). Following this report from Mrs. Franz, Mr. Megill telephoned this official of the Chamber of Commerce who then said that he was willing to gdahead with the plans for making the survey.

Apparently there has already been a noticeable trend towrd the employment of women in some of the smaller industries around Tampa (other than the shipyards). Several newspaper stories from Tampa concerning the erployment of women have been seen by agent during the past 6 months. (There is said to be a whole series of these stories, copies of which might be obtainable from the newspaper on a later visit). According to one story women are being used to some extent as butchers and also to an increasing extent for work in hotels, banks, and railroad offices. A few women are reported to be employed as meter readers and as truck drivers and "delivery men" for soft drink companies. Also, a newspaper article of Jan., 1943, reported that women were taking men's jobs in citrus fruit packing and crate and box making. In one Tampa plant, it was said, 35 % of the men have been enlaced by women.

Mr. Megill stated that there has been some prejudice, undoubtedly, on the part of shipyard officials towards the employment of women. Also he said that the personnel work in the yards was not well enough organized to operate efficiently which probably means that the women who have been employed have not been utilized in the best way possible. Nevertheless Mr. Megill says that he is handicapped in trying to insist that the shipyards use more women when the government agencies, such as his own, are not using as many women as they could, and when the government is wasting some labor. (He gave as an example of this, the use of some individual to drive army or navy officers around in cars when he felt these officers could just as well drive themselves). The manager of the Employment Service said that he had had great difficulty in persuading the shipyards to try the first women. He indicated that he would be interested in having a list of [redacted] jobs and other information concerning the work which women can do, and are doing, in shipyards.

I. **Employment of Women and Negroes** Burlington, N.C. 7/43

Firm	Year ago T	Year ago Women	Year ago Negroes	Current date T	Current date Women	Current date Negroes
Fairchild	19	3	0	1,530	465	64
Standard Hosiery	935	467	0	799	470	0
Burlington Mills	3,429	1,372	100	3,098	1,410	97
Tabardrey Mfg.	535	177	10	489	167	15
White Furniture	314	11	65	198	11	65
Sellars Mfg. Co.	418	209	4	378	246	6
Va. Mills, Inc.	970	388	34	1,008	409	37
Glen Raven Cotton Mills	530	254	27	450	260	30
Travora Mfg.	369	126	12	350	125	12

Employers have always worked women here and our female supply is near exhaustion. There has been a change in female employment in that women are doing jobs formerly done only be men in many plants. Knitting in hosiery mills pays better than any jobs taken over by women in this area.

Erie + Niagara Counties - Buffalo, N.Y. 7/43

Some employers are still unwilling to hire women. One Chevrolet avaiation engine plant refused to take women until he refused them any men. Then they placedand order and when they were given sme colored workers they cancelled the order. They now have 8000 employes of whom 674 are W. River Road plant. Two other Chevrolet plants have women in much larger numbers.

Statistician ill but figures on planst to be available from him.

He has been surprised to see what work women are doing in the steel industry and foundries and is not sure that it is wise as they may manage without much effort most of the time but at times something goes wrong and strength is needed beyond what they have.

Of the women over 14 years of age in the area 47% are now employed. A house to house canvas three weeks ago brought in a few but the field has been well covered previously by all types of publicity so the canvas was not really worth while.

Employment of Women, cont'd

I. Table 5. Employment of Women and Negroes.

Durham, N.C. 7/43

Industry or Firm	May 1942			May 1943		
	Total	Women	Negroes	Total	Women	Negroes
I	III	IV	V	VI	VII	VIII
Wright's Automatic Machinery Co:	30	14	16	269	242	27
National Munitions Corp.	0	0	0	862	700	162
Textiles	1,739	1,708	31	2,268	2,187	81
Hosiery	1,033	921	112	1,206	1,031	175
Tobacco	1,806	917	889	1,916	1,004	912
Public Utility	43	18	25	53	24	29

II. Discussion.

The figures clearly show the upward trend of women and Negroes in our industries. The Wright Automatic Machinery Co. will continue to employ women in production as well as office work, as more men enter the armed forces women will replace them and we believe the figure will continue upward. Auto repair shops are beginning to use women, training them on the job for assembly work and rebuilding and servicing small parts.

Camp Butner, a newly completed camp, about 10 miles North of Durham is employing women in clerical work, and a few as auto mechanics.

The pre-flight school at Chapel Hill is said to employ a large number of women in clerical work only.

Recently the U.S.E.S. held a registration to staff a new plant needing 350 workers - 700 were signed up as immediately available - about 70% of these were women.

Charlotte, N.C. 7/43

The air base near Charlotte employs about 600 - 800 women, in the following occupations:

Clerical
Chauffeurettes
Guardettes
Aircraft mechanics
Truck drivers (on light trucks.)

The Charlotte Quartermaster Depot employs about 370 women, "In every capacity under the sun" -- such as:

Tractor operators
Truck drivers (delivery trucks)
Checkers
Examiners
Store keepers
Packers
Etc.

Camp Sutton at Monroe, N. C. about 25 miles away employs women in about the same capacity as the air base, but doesn't employ so many as the other two Government Stations.

Employment of Women, cont'd

Charlotte, N.C. 7/43

I. Table 5. Employment of Women and Negroes.

I	May 1942 Total II	May 1942 Women III	May 1942 Negroes IV	May 1943 Total V	May 1943 Women VI	May 1943 Negroes VII
Total	2,194	206	386	24,525	11,876	2,324
U. S. Rubber	0	0	0	5,315	3.668	562
Textiles	0	0	0	7,206	3,749	273
Machine Shop Aircraft	0	0	0	101	19	3
Machine Shop	548	34	60	275	34	35
Trucking companies	0	0	0	3,000	280	275
Bus Transportation	470	59	14	765	90	55
Public Utilities	710	98	74	701	128	76
Communication	0	0	0	2,874	2,153	68
Paper board containers	0	0	0	375	200	80
Bakeries	0	0	0	1,569	876	47
Foundries	466	15	238	235	5	115
Quartermaster	0	0	0	1,316	368	413
Asbestos manufacturing	0	0	0	453	164	146
Absorbent cotton	0	0	0	340	42	176

This office has not recommendations to make about the utilization of white female workers as we have been able to use all available that have come into the office or that have been recruited.

Employment of Women

Plants - reported by Mr. Turner. Report based on E.S.-270 information

Keokuk, Iowa - 9/43

	Emp. Cur. Mo.	No. F's.	Estimated need-6th. Subs. Mo.	Begin. Rate
1. Midwest Carbide Corporation "No existing or potential critical shortage" Plan to increase women in can shop "to take place of men who man not be retained elswhere" "Figures there will be 204 jobs in total so additions will not therefore change total"	201	5	206	21¢ F's 74¢ M
2. Keokuk Steel Co. Product - Rough Steel Castings	228	7	239	-
3. Rubber Industries Division of Dryden Rubber Co. (of Chicago)	217	127	294	47½¢ M 40¢ F
4. Purity Oats General Mills Product - Dried milk, vitamine products	300	80%	-	-
5. Hubinger Processing Plant	384	34	-	-
6. Electro Metals Ferro alloy steel plant (Now changing over to 48 hr. week)	523	13	-	-
7. Shaeffer Pen Co.	1911	1144	2115	50¢ M 40¢ F
8. National Carbide Corporation May use some women	-	0	-	-

	Month	F's.	need-6th. Subs. Mo.	Beginning Rates

A number of other plants not employing women were not reported on.

The carbide plants are on 40 hour week. Only Electro Metals is changing to 48 hour week now.

Employment of Women

Women's Employment Memphis Tenn. 8/43

Figures concerning number of women employed by chief war industries as of July 1, were shown on report on ES-270 forms sent to office previously. Fisher Aircraft, Firestone Rubber, and the ammunition loading plant at Cordova are among the chief employers of women. The consensus of views expressed regarding the Ford plant which is now making parts for aircraft engines was that this plant could use some women, but probably will not until the supply of male labor is scarcer. Some men who formerly worked at Ford are now leaving other plants and going back to it since it has been converted. (According to Labor Market Review, it has been estimated that Ford's could use about 35% women). McDonell Aircraft, also could use a high proportion ow women, and will, if necessary, but as yet its total employment is quite small.

The Chickasaw Ordnance Works has just begun using women on production, on powder cutting. (Newspaper story on this sent to the Bureau previously). In a telephone conversation with Lt. Phillips, of the ordnance plant dept. staff, he indicated that it is probable a good many women will be hired eventually and suggested that visit be made to the plant some months later, if agent happened to be in the Memphis area again.

According to the Labor Market Survey for July there has been a marked increase in the proportion of women employed in the manufacturing establishments reporting to the Employment Service. In July, 1942 women constituted 19.4% of the employees in manufacturing (5,277 women). In July, 1943 there were 11,156 women in manufacturing, and these were 30.8% of the employees.

Major Johnston, of Army Air Corps. reported that women inspectors in the aircraft plants under his jurisdiction are working out very well. (He believes that he was the first man to request permission to use women aircraft inspectors and employed his forst 3 about a year ago). However, he has had difficulty with turnover among women, particularly with the Army wives who follow their husbands from one post to another. The inspectors are trained for two months at the Shelby County School of Aeronautics at Whitehaven, Tenn. and are paid while learning. They start at the CAF 2 grade. Major Johnston did not seem to know how far any of the women inspectors have advanced as yet but said that some of them will probably go eventually to CAF 5 or 6. Agent inquired a couple of times about the number of women inspectors in Major Johnston's region. He finally said that he had about 45 inspectors, of which approximately 25 are women, but agent believes that these are all at the Fisher Memphis Plant and that probably at least a few more inspectors are used at the McDonnell Aircraft and the Chicago and Southern Airlines Modification Center.

Mr. Kilmartin, state Labor dept. factory inspector, seemed to think that a good many of the small companies around Memphis (many of which probably do not report regularly to USES), are now using a few women as they can. He learns of these women when he is called into advise about wash room facilities or when he makes inspections, gets accident reports, etc. Some small machine shops, some of them with sub-contracts for war work are using a few women, perhaps not more than 3 or 4 in any one establishment, according to Mr. Kilmartin. The Cole Manufacturing Co. is using women to make window frames.

Substitution or women: - C. S. - Savannah, Ga. 5/43

It would appear from our job-studies that more women could be used than are being used, and that in the shipyards a considerably larger number of women could be used than are yet being used.

Employment of Women

Mobile, Ala. 2/43

Since present plans, as well as necessity, indicate that more and more women will be employed in Mobile in the future, including if possible a larger number of those women already living in the vicinity, some special consideration is advisable of the problems which are of particular concern to women. In this connection certain general facts need to be kept in mind.

Women are working "around the clock" in Mobile though in the establishments visited many more of them were being employed on day-time shifts, ending from about 3 to 5 P.M., than on the later shifts. However many more women may have to be used on the later shifts in the future.

Considerable general prejudice against using women was still in evidence.

Working men and women together: Mobile Ala. 2/43

Rather frequently arguments against the use of women did not seem to be based primarily on their inability to do the actual work, but on the alleged difficulties of working men and women* resulting in increased loafing on the job, and on the development of "moral problems." It seems likely that such difficulties are often considerably exaggerated. However if such problems are serious their solution should be sought in the provision of better supervision and of better management, in general. Also, indirectly, more satisfactory community facilities and services should help. * together,

Farm Labor

Communities Listed:

Keokuk, Iowa 9/43

Farm Labor

Keokuk, Iowa 9/43

Both Mr. Turner and Miss Nitcosky stated that there had been no special shortage of farm labor. No crops were endangered because of lack of labor.

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Food Facilities

Communities Listed

Tampa, Fla. 7/43
Charlotte, N.C. 7/43
Elkton, Md. 5/43
Bath, Maine 4/43
Norfolk, Va. 2/43
Savannah, Ga 5/43
Charleston, S.C. 5/43
Mobile, Ala. 2/43
San Diego, Calif 11/43

Food Facilities

Tampa, Fla. - 7/28/43

VI Food Facilities

Food facilities in Tampa, in downtown area, appared to be at least average for a city of its size. There are two cafeterias which seem to be particularly popular, in addition to the Y.W. cafeteria. As indicated on the firm schedules, food facilities around the shipyards are very meagre. There is no food service at all in one shipyard, though the other has one cafeteria. Because both yards are remote from regular town restaurants and are served by small stands or lunch places, it seems likely that ~~xxxx~~ a very large proportion of workers must carry their lunches to the yards.

Charlotte, N.C. 7/43

III. Other facilities

Charlotte has not been flooded by migratory labor and there is no shortage of food, school facilities, recreation, etc.

Elkton, Md. 5/43

Food for Negroes

The only public eating places for Negroes at present are three beer gardens. These are small and totally inadequate -

However, a cafeteria near the dormitories is to be opened at about the same time the dormitories are opened - It is hoped that a kitchen will be included in the community house.

Also a snack bar at the new USO office is being planned. This is to sell sandwiches, coffee and milk, and at least one hot dish, such as a stew or spaghetti -

Some of the Negro Defense Workers have found boarding places, but the larger majority share some kind of cooking arrangement where they room -

Both plants have food services for all three shifts -

Food for Whites

There is a large commercial cafeteria seating 200 or more about 3 or 4 blocks from the dormitories - This cafeteria ~~xxx~~ presented an attractive appearance, it is large, light and well ventilated. The tables are for two or four persons, and the equipment was clean and reasonably good. The midday meals cost from 40 to 50 cents for a meat, 2 vegatables, bread and butter; with coffee, tea, or milk an additional 5 cents - and a choice of several desserts, such as pudding, mixed fruit, ice cream, pie, at 10 cents.

A Sunday dinner of baked chicken can be gotten for 85 cents - with beverage and dessert 15 cents more -

In addition to the above, sandwiches can be gotten for 10 cents up to 25 or 30 cents, depending on kind and size - There were also special dishes like macaroni and cheese or spaghetti and meat balls at very reasonable prices -

The restaurants up town were a little more expensive, depending on the quality of food, and the service offered -

A great many of the workers get their meals where they room - These of course vary as they would in any boarding house - The prices also vary depending on the home, but the top price spoken of was about $9.00 per wk. for a room and two meals - Both plants have food services for all three shifts.

The restaurants and the cafeteria were giving ample portions and the meals were well balanced and good.

Food Facilities

4. C.S. - Bath - Food Bath, Maine 4/43

Food is prepared mostly at home; for those rooming there are a few good sized cafes in town and some small places.

As there are no non-housekeeping units, there is no problem of transportation between housing and food.

4. Food - C.S. Norfolk Va. 2/43

Norfolk has 853 restaurants, this overall figure includes the types from the corner restaurant where barbecues are handed over the counter and the formal restaurant with table service.

The rapid increase in population in Norfolk and its environs has far over-taxed the restaurant facilities. This coupled with the ever increasing difficulty of securing and keeping restuarant help has caused some restaurants to lower their former standards.

The fact that "this vicinity rises and falls with the degree of activity at the ship and Navy yards", and the financial difficulties which confronted this area after World War I, seem to combine to make the business man extremely cautious in opening new business places or in enlarging the present business places.

Food: - C. S. - Savannah, Georgia 5/43

In the plants visited it was possible for the workers to buy meals. Some had better facilities than others. The chief problem there seemed to be the long wait to get served and the fact that those near the end of the line might not find much choice of food left. Many workers bring their own lunches. As for meals outside working hours, it must be difficult to find sufficient food for well-balanced meals, especially for working women who have little time to shop. There were shortages of many foods in the stores and there were very few stores. As for those who live in rooms and must "eat out," there must be considerable annoyance. In downtown and near-downtown Savannah agents tried many of the eating places. In the one cafeteria, which had food of variety (so that one could secure a well-balanced meal at a fairly reasonable price), it was necessary to wait in a long line before one could even get inside the building. Several drugstores and little eating places served food, but, again, either the food was inadequate or, if adequate, long waiting was required for service. The cost of a complete meal at the hotels would prevent workers from eating there regularly and service was very slow there also. Some of the small eating-places downtown, which catered mostly to transients, such as service-men, and served "snacks," were pretty obviously insanitary (very dirty and smelly).

In Savannah, as in Charleston, the whole housing, eating, etc., situation is complicated by the presence of thousands of service-men who come to town on furlough from near-by camps or ships. Civilian food in restaurants is "rationed," and they frequently do not have enough food for the service-men who come to town and the rapidly increasing civilian population. Also, of course, service-men need rooms when on furlough, and wives, mothers, etc., who visit them stay for awhile and add to the housing, food, etc., shortages. Of course, some of the wives of the service-men stay in town and go into war-work or into the service-industries and stores and become settled and essential members of the community.

Food Facilities

Food: - C. S. - Charleston, South Carolina 5/43

There has been a temporary shortage of some foods here, as elsewhere, but agents found food somewhat better here than in Savannah. However, there are few convenient places to eat, where a good meal is served and where the cost of food is not too high. There seem to be many more food stroes here than in Savannah. There are more stores of all kinds in Charleston than in Savannah. However, North Charleston, where most of the workers now live, is relatively undeveloped. Agents saw a few food-markets near some of the housing projects in North Charleston. There is a large cafeteria (The Liza Lucas) near the Navy Yard gate and close to two of the housing projects that are nearest the Navy Yard. This cafeteria is about a 15 minutes walk from the Women's Dormitory, which has no food facilities as yet. The three plants visited by agents had cafeterias.

Food: Mobile Ala. 2/43

Lunches were being packed for workers going to the Alabama shipyards, which was practically a necessity.

Mention has already been made of food facilities at the various dormitory projects. At those projects where the buildings and equipment have been provided, the chief problems seem to center around the obtaining of enough food of the right type and of adequate staffs for preparing and serving the food, but these are major problems of course under present circumstances. (Nevertheless it is certainly desirable that every effort possible be made to overcome these difficulties.)

In Mobile, itself, there are two cafeterias operated by a chain well known in the Southeast which really serve good food, though at meal times these places are very crowded. While prices are not excessive considering current restaurant meal prices (a well balanced dinner can probably be obtained for about 75 cents), these places would probably be too expensive for women of the lowest incomes to patronize constantly. Prices in hotels and in the few other fairly good restaurants appeared to be generally very high. There seemed to be the usual number of hamburger stands, dairy bars, drug-store lunch counters, etc., and also quite a number of establishments serving some food as well as liquor.

One person who was interviewed said that it is difficult for persons who are living in rooms to find suitable places to eat breakfast before going to work on early morning shifts and further investigation of this situation would be warranted.

The Gulf Shipbuilding Corporation has some cafeteria service and was planning to open some small canteens to handle a few items.

The most pressing food problem in the area, was found to be at the Alabama Drydock and Shipbuilding Co. At the time the Yard was visited one very small restaurant was in existence but this was obviously considered very poor, and in any event was not large enough to make a dent in the Yard's total problem. No restaurants worth mentioning exist near the Yard and the workers are more or less isolated anyway because of the transportation difficulties. A new cafeteria building had been constructed by the time the yard was visited and a considerable amount of equipment had arrived. A Chicago company which is said to be providing food at a number of other shipyards is to operate the cafeteria and also a number of canteens, or food stations, in different parts of the Yard according to the plans of company officials. It was hoped that food facilities would be available within a few weeks, and there certainly is great need for this food service.

San Diego, Calif. 11/43

Food shortages were reported by almost everyone contacted and it was considered a contributing cause to turnover among women because of the resulting difficulties in shopping. Food allotments into San Diego are based upon the 1940 civilian population which was around 300,000, and the present population is estimated as approximately 400,000. And no consideration is given to the great number of military installations in the area, and the great number of relatives and friends coming into San Diego because of the men stationed at these installations.

Mr. Lyman Dixon of the Wage and Hour Division assisted on a survey made in January 1943 which revealed that 70% of the customers in the restaurants were military personnel. This means that there are shortages of food for the civilians eating out, and it makes all the eating places very crowded for war workers. Thus, women working in the war plants would have difficulty in taking their families out to eat in public eating places.

Health & Medical

Communities Listed:

Elkton, Md. 6/43
Savannah, Ga. 5/43
Charleston, S.C. 5/43

Health + Medical

Elkton, Md. 6/43

Both of the large women-employing plants in town have taken the responsibility of the medical care of their employees. The Triumph Co. has a hospital with wards where employees are cared for till well. This Co. also has a visiting nurse whose duty is to visity those who are ill, and bring them in to the company hospital when necessary.

The National Fireworks Co. has a first aid dept. with doctors and nurses, and in addition, to this there is one doctor in Oxford, Md. (where most of this Cos. in-migrant workers are housed) who performs small services, gives advice, etc., to the workers free or at a nominal cost. Also this Co. has an employee whose duties are to visit the sick, and arrange medical or hospital care where necessary -

A 16-bed hospital on the dormitory grounds, with nurses, doctors, etc., will be opened June 15, 1943. This hospital will care for the occupants of the dormitories at a nominal price.

The New Union Hospital - 150 to 200 beds - now under construction, with Lanham Act Funds, should be operating by fall - a drive is underway to raise $90,000 to furnish and equip it -

So far the doctors in town have been able to meet the needs of the increased population, tho they are badly overworked.

Health: - C. S. - Savannah, Georgia 5/43

As would be expected, there is inadequate hospital and clinic-service to meet the demands of an increasing population. There seems to be some question of poor enforcement of inspection and supervision of food-handling establishments. As compared to other sections, there is a fairly high incidence of typhoid fever. All persons interviewed agree that the venereal disease rate is exceptionally high, as is the tuberculosis rate. A recent review of conditions in Savannah states that the annual death rate from TB in Savannah is twice that of the nation. Although it does not give the venereal disease rate for whites, stating merely that this is very high, it reports that 1/3 of all Negroes in Savannah are "Kahn positives," and that 25 percent of all the Negro prenatal cases are so reported. 45 percent of the population of Savannah is Negro--or was, before the in-migration of additional white war-workers. There has never been adequate treatment or follow-up work for venereal disease. The high incidence of TB is said to be confined by no means to the Negroes. Whether in this connection this community is worse-off than many others in the southeastern section, agents cannot tell. They heard a great deal about the above problems while in Savannah. At least one leader in the social-work field in Savannah insists that there is great need of physical examinations for workers before hiring--because of the above problems--and that there must be enforced treatment of venereal cases among workers. It was said that this is especially necessary if plants expect ot get more women to go to work. There was emphasis on the belief that the health of many workers was being endangered, and that the effects of what is allowed to happen now (especially allowing the tubercular to work) will be fully realized only after the war is over. It was recommended that, as a minimum in the way of physical examinations, plants run TB tests and give Wassermans when hiring workers--and require venereal treatment when necessary.

Some of the plants visited complained that physicians were hard to get right now. Southeastern Shipyard said that not only were any physicians hard to get (they did not want a woman physician), but that real industrial physicians were needed by plants. There was also compaint about one of the appointed industrial physicians being a mere figurehead. Some plants also seemed to feel that if all workers were required to pass physical examinations before hiring, there would be no workers, since not many could be found without defects or illnesses. Apparently, also, the question of who is to pay for the physicians enters into the problem in plants with war contracts. Also, the attitude of the Unions toward physical examinations for workers must be considered in planning for improvement, since Unions are not the largest employer of labor in Savannah at this time, is considered the chief offender in regard to ommission of physical examinations.

Health & Medical

Health facilities: - C.S. - Charleston, South Carolina 5/43

"Health record has generally continued good," although everyone keeps his fingers crossed when saying this, admitting that if there were an epidemic it would be impossible to control, due to overcrowding, as yet incomplete development of sanitary facilities in new housing areas, shortage of doctors, and shortage of clinic and hospital facilities. Agents heard no mention here of the two health problems, TB and Venereal Disease, considered so pressing in Savannah, and have no evidence as to whether or not these problems exist here to the degree they do in Savannah. However, many social workers, as in Savannah, speak of the vice-problem, complicated by the presence of so many service men in town, and Charleston seems to be drawing on the same sources for in-migrant workers as Savannah.

Hours

Communities Listed:

Memphis, Tenn. 8/43
Brunswick, Ga. 2/43
Savannah, Ga. 5/43

Hours

Miscellaneous Comments - State Factory Inspector Memphis Tenn. 8/43

Mr. Kilmartin reported that in cooperation with the Wage and Hour Admin., ant the Children's Bureau the state attorney-general has ruled work permits are required of all those from 14 to 15, instead of to 16 as was formerly required. Mr. Kilmartin did not seem to have any specific information concerning the situation as to women's hours, whether there is any tendency to work women over 57 hours a week. The major war plants in the Memphis area are of course working a regular 8 hour day schedule and Mr. Kilmartin did say that his work has been generally made easier because practically all of the war industries are organized.

Hours

Mr. Kilmartin has been called in by companies many times with reference to the wash room problem for women, and says that the greatest difficulty often arises when a company wishes to put on only a few women. A number of times he has found it possible for a firm to convert some facilities it already had for the use of women.

Hours - C. S. - Brunswick, Georgia 2/43

Later when the shipyards in Mobile were visited it was reported that the change from 10 to 8 hours per day was made last August. According to the vice-president of the Gulf Co., it was being reported frequently to him that men were loafing, or even perhaps going to sleep, on the job. Upon investigation it was found that a good many workers were commuting long hours everyday, and that the hours required for this on top of 10 hour shifts in the yards made it inevitable that they would get too tired to work on the job. Eventually the Gulf and the Alabama Drydock reduced the working hours to eight per day. Both yards report that a great many workers quit, particularly since many of the other yards in the area were on the 10 hour day at that time. However Mr. Hill of the Gulf Co. is convinced that the efficiency of the workers has been increased very greatly and that the eight hour day is the right schedule for shipyard work. He has kept a chart of welding production both on the 10 and 8 hour schedule and said that actual welding production has increased markedly on the 8 hour schedule. In fact he stated that production has increased about 35 %.

Hours: - C. S. - Savannah, Georgia 5/43

The usual hours were 48 a week. In the two shipyards employing women the hours were longer. One had a 60-hour week, operating 2 shifts only. The other had a 48-hour week, operating 3 shifts, but had enough overtime to give the workers the equivalent of longer hours if they desired it, there being overtime work on Sunday and, so we heard outside the plant, an opportunity to work over into part of the next shift. It was difficult for these companies to find enough workers, especially skilled workers and supervisory material, to run the extra shifts. In three different towns of the southeast--and this town was no exception--several persons interviewed in shipyards have made the remark that long hours do not increase production materially, especially considering the increased cost, and that, therefore, long hours will not solve the problem of producing more with fewer workers available. Long hours with overtime pay are a concealed increase in pay for the workers and workers want this. Therefore, plants suggest that the 48-hour week would have to be standard throughout the country, possibly with wage-rates changed, and that no one shipyard could reduce hours materially when the others do not.

Housing

Communities Listed:

Tampa, Fla. 7/43
Burlington, N.C. 7/43
Durham, N.C. 7/43
Charlotte, N.C. 7/43
Elkton, Md. 5/43
Bath, Maine 4/43
Norfolk, Va. 2/43
Eliz. City, N.C. 3/43
Brunswick, Ga. 2/43
Wilmington, N.C. 6/43
Savannah, Ga. 5/43
Keokuk, Iowa 9/43
Charleston, S.C. 5/43
Mobile, Ala 2/43
Cedar Rapids, Iowa 11/43
Oklahoma City, Okla. 4/43
Tulsa, Okla 4/43
Wichita, Kansas 2/43
San Diego 11/43

(18)

Housing

Tampa, Fla. - 7/28/43

IV. Housing

War Housing Centers have been established in Tampa and St. Petersburg under the National Housing Agency. As of May 20, 1943 it was xxxxxxxxx reported that there were only 37 active family unites available in Tampa with a waiting list of 2969 applicants. St. Petersburgh on the other hand was said to have 2,211 family units available in the city with about 216 more available on the beach. Efforts were being made " to encourage less essential workers to move to St. Petersburgh." (Comment-One of the chief difficulti s with housing in St. Petersburgh is said to be that of transportation coupled with High bridge tolls. If the war workers are unwilling to pay the high bridge fees, workers in less essential industries in Tampa would presumably be even less able to lay them).

Six hundred houses have been built adjacent to the McCloske shipyard. These were xxxxxxxxx planned and built by the Maritime Commissio but according to some local reports are to be oerated under the F.P.H.A. At the time of June Labor Market report, 35 of these were said to be complete, 7 were occupied, and 540 were supposedto be complete by July 1. However at the time agent passed this project many appeared still to be unfinished and at least many were unoccupied, which did not seem at all strange in view of the general conditions. The McCloskey Yard is built on very low, flat land which extends out into the Bay. (Agent believes that part of the land was actually filled in from the Bay). The housing project is situated within walking distance of the McCloskey Yard, -in fact is adjacent to it. Therefore there is no transportation problem to the yard, but at the time of the visit transportation from the project to stores and other community facilities appeared to be almost entirely lacking. (See section on transportation) In addition the project looked uninviting. There were no trees within blocks and these houses must be very hot in summer. On the day of agent's visit to the yard, because of rain which had been falling for several days, the project was more or less a sea of mud. The assistant personnel director interviewed at McCloskeys said that he be lieved plans had been made for providing some shopping facilities and other facilities at the project but that the greatest difficulty with the housing project which he had found was that all of the houses are unfurnished. Workers are reluctant to buy furniture or go to the expense of moving furniture to Tampa from elsehwere, when their stay in Tampa may be temporary.

On Sept. 8 an additional report concerning housing in Tampa was received by telephone from the office of F.P.H.A. in Atlanta. The Maritime Commission project was taken over by F.P.H.A. and was then leased to the local housing authority in Tampa. There has been some dicussion concerning the provision of stores and other commercial facilities but nothing definite has been decided. As of Aug. 27, 88 were occupied and probably not more than a 100 are available. There has been some trouble with roofs on some of the buildings. Only two of the units are furnished and these are reserved for the use of visiting Maritime Commission shipyard inspectors. It was indicated that there is some "worry" about this project, and how it will work out, on the part of F.P.H.A

It was reported in this same conversation that within the past ten days additional housing for Negroes has been programmed for the Tampa area, 500 units in one project and 150 in another. These are both under contracts which call for completion within 120 days. Previous housing reports had indicated that there was no available housing for Negroes in Tampa so that none could be brought in for shipyard work.

Housing, continued

Tampa, Fla. cont'd 7/28/43

The War Housing Center in Tampa has set up a room registry. According to Labor Market Report quite a number of rooms were listed and no applicants were waiting. However in talking with Miss Gladys Taber of the Y.W.C.A. agent learned that a number of agencies in Tampa are operating their own room registry services. These agencies include the Y.W.; the U.S.O.-Y.W.; the U.S.O.-N.C.C.S.; and the Travelers Aid. Miss Taber said that officials of the War Housing Center had tried to get the various agencies to pool their lists in the center but apparently the agencies, including the Y.W., are reluctant to do this, and have not done so as yet. It seems probable that much of the placing of persons in rooms is being done outside of the War Housing Center.

The Y.W.C.A. has a building, which is attractive on the first floor at least (the only part seen) and has a cafeteria among its facilities. The residence is small and a good part of it is now devoted to the housing of WACS. However the Y. W. has placed a good many women in rooms in private homes.

*Taxi driver who took agent to McCloskey Yard estimated that it was about 2 miles from the housing project to the nearest small grocery stores. It would be much further to downtown Tampa, but some transportation would be available part of the way to town.

Miss Taber mailed the following figures concerning the Y.W. housing activities to agent. It is presumed that the word "directed" refers to the number of people directed to rooms. It is believed that no. registered refers to those applying for rooms.

	Registered	Directed
April	85	97
May	64	117
June	51	124

Transients Taken Care of in Y.W.C.A.

April	152
May	57
June	40

WACS in Y.W.:

April	41
May	8
June	28

No further inquiry into the room situation for women was possible during visit to Tampa. However it seems likely that rooms are available through the various private agencies for most of the women who might be expected to migrate into the community. Doubtless the principal service of these agencies, though, is given to service men's relatives since, as elsewhere in the vicinity of army camps, there are many women who come to visit soldiers or live near them. Miss Taber said there is need for some room service for transients who arrive very late hours or train. Some place for women should be open all night.

Housing, cont'd

Burlington, N.C. 7/43

Housing At the time of agent's stay in Burlington, an agent from HLS was there making a house-to-house study of rents, while another agent from the National Housing Authority was there collecting information on the need of new housing.

Housing A survey of the housing situation indicates that there is sufficient housing in Burlington to take care of 100 Fairchild employees.

The Fairchild Company will hire 2,100 more people and the situation has now reached the point that there is no slack in this area on which workers can depend for housing. New workers now mean new housing.

Housing We agree that Fairchild needs about 400 housing units to house the additional workers they will bring to Burlington. Some low-cost units will be more desirable than units that rent for $47.50 to $57.00 per month. It doesn't seem likely that Fairchild production workers can pay this high rent.

Durham, N.C. 7/43

I. Housing Anticipating the needs of additional living quarters brought about by the camp and other war activities in this area, the F.H.A. has financed construction of apartment houses, small homes, and the remodeling of large homes. There continues to be a surplus of furnished and unfurnished rooms for rent.

Charlotte, N.C. 8/43

1. Housing.

Housing is adequate to meet the demand. Room and board are available locally at reasonable prices.

Elkton, Md. 5/43

The housing for whites seems to be reasonably well cared for -

There have been some surveys made regarding the housing for Negroes, and after this survey it was decided that dormitories for 240 Negroes would take care of the situation at present. (It is still not a definite fact whether these dormitories are for men or women, but it is thought that they are for women)

It is said by some that prior to the influx of workers there were 300 Negroes in Elkton, and that now in Cecil County there are 3,000. It is not known how many are in Elkton.

With the coming warm weather the crowded conditions will make it difficult to combat disease.

The new Negro USO worker describes Negroes as living in "Holes and hovels, condemned buildings, and places unfit for habitation." With many housed in Wilmington Del., twenty miles away, and a few living 80 miles away.

Elkton, Md. 5/43

Conduct of Dormitory Affairs 3

There are 12 dormitories, with 3 more almost complete. Each dormitory houses 60 girls - (at present there are 107 vacancies, largely due to the recent explosion)

There is one central office, open in the day time only - where mail is received and given out, rents collected, rooms rented and where are done all of the many things connected with the housing of people.

There is a resident manager and four or five clerical workers here, besides the maids in the dormitories, all of these are employed in the day time, leaving only 3 male property guards for the nights -

Since the girls are working on three shifts, and must conduct their affairs before and after work, it would seem logical to have the office open part of the night if not the 24 hours -

The office being kept open, and perhaps a few cleaners about at night would give nearly the same protection that house mothers could give, and at no additional cost.

The dormitory girls have recently elected one of their own group to act as counsellor in each dormitory - Her duties will be to help make life more pleasant, and comfortable for the other residents in her dormitory - This will be done by trying to keep down unnecessary noise, watch out for the lights that are left burning, post notices in order to insure the cleanliness of the bathroom ,etc.- She will also visit with the girls in her dormitory & try to arouse their interest in group activities - (Agent met with 4 of these counsellors, asked them about their duties, etc. and offered them some WB Bulletins)

Plans are underway for a Welcoming Committee - This committee will be composed of a chairman and1 girl from each dormitory whose duties will be to act as "big sisters" to the new girls coming in.

The "big sisters" will help the girls get acquainted about town and in the dormitories.
Take them to church.
" " uptown.
" " to a movie or a dance, and help them generally to get ~~them~~ settled in their new home.

The dormitory has a plan underway for a Welcoming Committee for new workers.

Both plants meet groups of new workers at the station and take them to the plants or to their places of abode -

Plant No. 1 employs a woman living and well acquainted in Oxford where most of their workers live, who acts as a guide to the girls. She is responsible for seeing to their welfare, is on call 24 hours out of the day for any emergency such as illness of self or family - Helping them find other living accommodations if not satisfied - Directing them to the churches,and in general doing anything that has to be done for the girls away from home the first time.

Plant No. 2 is making plans for work along this line, and will have a definite program.

The Cecil County Churches have recently obtained the full-time services of a minister - He will live in Elkton and conduct interdenominational services - organized church groups, Sunday School classes and use all possible means to make the new worker

Elkton Md. 5/43 cont'd

ormitories - for Whites

The rooms in the dormitories are pleasant, and are quite attractive after the occupant puts up a few pictures, drapes, etc.

The single rooms rent for $4.50 per week, while the double rooms rent for $7.00 per wk. or $3.50 per person.

Agent saw several of the rooms, and these rooms and corridors in the dormitory were very clean and well kept.

There are ample service facilities, including facilities for washing and ironing.

There are three electric sewing machines about in the dormitories. These were donated last year.

The lobbies have just recently been furnished with the heavy furniture (agent only saw one, but was told that others were furnished) - The women of the Methodist Church in this District are going to give some pillows, lamps, throw rugs, etc. for the lobbies - However, this will not entirely relieve the situation, as the lobbies are small, and very public - so the girls really have no place at present to congregate, or to drop down in a comfortable chair with a book, nor to set up a table for a game of some kind - However, all of this will be possible in the fall when the community house is finished -

If the much needed landscaping could be done around the new dormitories and a few benches put about the lawns it would add tremendously to the appearance and at the same time furnish a pleasant place for sewing, reading, etc.

At present there is no place in the dormitories where a girl can heat a can of soup or make a cup of tea. The cafeteria is 3-4 blocks from the dormitories, so in case of illness the individual must rely on the management or her friends for food ? However, due to the apparent friendliness of all it is reasonable to believe that no one suffers for lack of attention -

It is hoped that a kitchen will be put in the community bldg. but so far this has not been promised - The kitchen would go a long ways toward bettering living conditions in the dormitories -

When the first three dormitories were built some cooking was allowed, but this soon got out of hand, it attracted mice & roaches & had to be stopped.

Dormitories for Negroes

The dormitories for 240 Negroes (it seems there is still some doubt as to whether or not these will be for men or women) are still not finished - But it is expected that they will be before much longer. These dormitories will be the same as those for the whites, and no doubt conducted in much the same manner.

Keokuk, Iowa. 9/43

No housing shortage was reported but rents are high.

Housing

Bath, Maine 4/43

Housing for women: It is estimated by the company that 65% of their workers come from outside of Bath. The housing situation is very acute. Many workers are rooming in Bath who would like to bring in their families were there houses available. One woman said she and her husband had a room here and during the winter went home (round trip 90 miles) only Sundays. Her children were with her mother. Those coming from outside of Bath came from their own homes in other towns or sometimes from farms.

There are two government housing projects completed and at present 400 units are under construction, with 800 applicants for them. The houses seen were of a much better type than those at South Portland or at Groton, Connecticut. One was composed of small brick houses, with streets laid out and the grounds graded around the houses presumably to be seeded to grass. These are house-keeping units, of course, but the workers would have to do shopping in Bath, 1-2 miles away, and very limited bus service. Most of the workers living here may have cars, as the company figures that 50 percent of the workers come by automobiles and 65 percent come from outside of Bath. There are no dormitories for women.

3. Housing - C.S. Norfolk, Va. 2/43

The "Government" estimates there is a potential supply of 30,000 women in the Hampton Roads section who might be enrolled for important war production jobs. Of these the local committee hopes to enlist not less than 15,000. "It is cheaper to train a woman than build a house." If women already living here can be enrolled in training classes and put to work, the jobs will be filled by persons who already are occupying the scarce living space of Norfolk, Portsmouth, Newport News, Hampton, Williamsburg and other nearby territories.

There are various estimates regarding the present population of Norfolk, however, as of Jan. 1, 1943, according to Mr. F. E. Turin, Manager of the Norfolk Advertising Board, Norfolk had a population of 300,321 an increase of nearly 156,000 over the 1940 U. S. Census figures. This figure alone shows the urgent need for housing.

With this tremendous rise in population, and the urgent need for workers in the area, housing is of paramount importance. However, Mr. Frederick Gutheim, local Manager of the National Housing Agency, guarantees that housing will be provided to fit the needs of the rising labor demands, and that in two months no one need to fear to come to Norfolk on account of the lack of housing. He further states that he is particularly interested in the housing of women.

It has been estimated that about 3,800 families live in trailers in Norfolk and Princess Anne Counties, many of whom are Navy Yard workers. So when it became evident that the camps would close, the Navy moved 65 trailers belonging to skilled workers in the yard to spaces newly provided by the Federal Public Housing Administration, and announced that other Navy Yard workers threatened with eviction could be accommodated in like manner. As the moving went forward with the aid of men and equipment furnished by the Commandant of the Yard, camp operators hastened to let it be known that they would pay the tax and continue in business.

Housing

3. C.S. Housing - Elizabeth City, N.C. 3/43

Mr. Cherry, U.S.E.S. Mgr., says that there are a total of 1,090 housing units, finished and being finished for whites, but nothing has been built for Negroes. (See clipping describing one project).

Mr. Cherry says that he can't bring Negro laborers (male) in here, as there is no place for them to live. "They pack up 7 and 8 deep in a room" then stay 2-3 days and can't find any place to live so they leave. "Then they hollo about absenteeism."

3. Housing - C. S. - Brunswick, Georgia 3/43

Housing has been a very difficult problem as in many other areas, but a considerable amount is being finished soon or is under construction and there seemed to be indications that housing facilities would be much better within a few months.

C. S. - Housing - Wilmington, N. C. ~~(scrubbed)~~ 4/43

Mrs. Grimes says that they simply can't find houses or rooms for people. Have 3,500 applicants for houses not filled, and all the houses are filled.

A sign in the company employment office says, "Do not plan to bring your families to Wilmington before June. Suitable room and board may be found, but there are no houses."

Housing center, and U.S.O. and the citizens have done just about all they can to house people, but the rooms simply aren't here.

The people have lived at Wrightsville Beach "and just frozen" to have a place to live. These are summer cottages, and heated with stoves.

Housing: - C. S. - Savannah, Georgia 3/43

Rooms Registry Office, of the War Housing Center: Mrs. Clark, clerk in charge of this office, reports that it is very difficult to find rooms for women. Those having rooms for rent prefer, in this order, travelling men, men working in Savannah, couples if both husband and wife are working, couples with no children, single women. Many will not take single women at all and others if they do so, do it reluctantly. This office had only 2 or 3 listings for women when we called. Since the office does not take applications for rooms when there are no rooms available, this office had no statistics on the number of women turned away without rooms. This office reports that rates for rooms--varying according to location, accommodations, etc.--are from $6 to $10 or $12 a week usually and are sometimes as high as this when there is to be more than one woman in a room.

Continued next page

Housing

Housing: - C.S. - Savannah, Ga. (continued)

Travellers' Air--U.S.O. reported a shortage of rooms for women.

Y.W.C.A. (also has regular Trav. Aid Room Registry). This is largely a residence for women, having as yet no general secretary (although one is supposed to be about to come here) and few organized activities except the Girl Reserve Work. Large attractive building, with a small library, enclosed porch, swimming pool, showers, gymnasium, laundry facilities, restaurant, club rooms, one large, well-furnished living room and a recreation room with a Juke Box and a floor for dancing. These last two rooms can be thrown together to serve as an auditorium. This was formerly used as a residence for office girls but now takes industrial girls also. It has 61 girls in residence and is crowded, cots being used in various places throughout the building for emergency housing. Has clerks in charge of Trav. Aid Room Registry. They placed about 1600 individuals in rooms during the last year, and make around 5-6 placements a day. They report great difficulty in finding rooms for single women. YWCA room-rates are on a sliding scale according to income.

N.Y.A. The NYA Training School finds rooms in Savannah for those of its students who are placed in jobs in Savannah. The School has its own Room List and also uses the room-registries at the Y.W.C.A., Traveller's Aid, and Rooms Registry at War Housing Office. A woman at the NYA checks on each room to be used and personally places each girl. This woman reports that the girls need supervision after they are placed and that this is one of the biggest neglected problems in Savannah. She says that these girls are shy, have had very little experience, and are not used to the manners of a city or to the confusion of a city under war-conditions (Savannah is filled with service-men). She believes the girls would be happiest and best cared for in a Dormitory for Women where they could have a feeling of security, others around them so that they would not be too lonely, and a good matron. This dormitory should have at least a general living room, a cafeteria, a kitchen unit, a place for washing and ironing, etc.

The woman in charge of placing these girls says that, although she has been able to find a room for every girl so far, it has been very difficult, has taken a great deal of time, and rooms are often not satisfactory, the girls having almost no privileges, paying sometimes $4-5 a week per person for space in a room that has anywhere from 4 to 6 persons in it. She thinks that, if there can be no dormitory for women, there should at least be a program of conversion of old homes into small apartments which small groups of girls can use.

So far, the Homes Use Service of the War Housing Office, in charge of conversions of old houses into small apartments in Savannah, has not made single women eligible to housing in these apartments (none of which is ready for occupancy at this time). Only couples or couples with children are eligible.

Recommendations: Recommend considering more adequate housing for single women, especially if more single women are to be brought into Savannah, as is likely.

Recommend more housing for families. There is much overcrowding in at least 12 % of the total dwellings occupied, according to a report made by U.S.E.S. (report states that these dwellings, having 8% of the rooms in Savannah, had 20% of the population of Savannah.) According to the number of housing

Housing

Housing - C.S. - Savannah, Ga. (continued) 5/43

Recommendations:(cont'd) Page 15 of sched.

Although it is not indicated in the office of the Savannah War Housing Authority that additional housing is to be planned, it would seem that the problem should be reconsidered.

There would seem to be something of a rent-problem, where rooms for women are concerned. O.P.A. reports that those having rooms or apartments rented prior to March 15 are controlled on rates. We heard complaints from some persons that those, however, who have opened their homes to roomers since March 15th (as is being done right along) often escape control, since they had no established previous rates, and, with rooms being scarce, can charge what the traffic will bear. According to OPA, persons renting rooms not rented before the date rent-control went into effect can set a rate but this must be reported to OPA, and is subject to review by the local rent office (which has persons to look at rooms and decide whether rate is fair), but it is possible that violations of the OPA rules would exist, since they must be reported by someone before the OPA would, ordinarily, know about them.

Page 16 of sched.:

Just before we left Savannah there was a private meeting of civic leaders and members of organizations called by the Mayor at the request of Mr. Harris who is in charge of the War Housing Center, and of the program for converting old houses into war-apartments. Mr. Harris brought out the fact that "contrary to previous estimates that the in-migration of civilian war workers and military personnel would reach its peak about April 1, the situation continues to grow acute and the peak has not yet arrived in Savannah." He added that he was being held up in his homes-conversion program, one reason for delay being that tenants living in some of the buildings to be converted cannot be evicted because there is no place for them to go. At the meeting the following places were considered as housing ppssibilities: The upper floor of the Union Station, the WAAC Barracks in the Park Extension (built for WAACs but never used), the skating rink at Daffin Park, and the Fair Grounds (where temporary buildings might be put up, since there are water and lights available there). Also members of the meeting were to look into the feasibility of using the temporary tent structures that were formerly used by the Savannah Airport. No action was decided on at this meeting.

Housing: - C.S. - Charleston, South Carolina 5/43

North Charleston now consists of many closely-built little neighborhoods of small houses, built by the Housing Authority and, also, by private enterprise. There are a number of scattered trailer camps, some small and some large. One report estimates perhaps 5000 people living in trailers, and that many of these people do not now want to move to houses, having made their investment in a trailer and considering their stay in Charleston limited by the war. Sanitary facilities in these trailer sections are not good. Persons occupying homes in the housing projects have, of course, limited room space. The water supply is ample. Sewerage installation, garbage removal and sanitation in general has, of course, not quite kept up with the rapid building, and there are a few areas where there is still something of a problem in this connection, although it is not being overlooked.

It is thought that housing for Whites will be adequate for the next few months. This is not true for the non-whites. Housing for the Negro has never been adequate, but, regardless of this fact, it cannot be seen how housing for the Negro can be adequate in the future if 5000 Negro men are to be imported (if the prediction of the U.S.E.S. has any likelihood of being realized). The local Housing Authority has not yet found land where it can build all of the 750 housing units for Negroes that it has planned at present, and no more units for Negroes have been planned, to our knowledge.

Housing: - C.S. - Charleston, S. C. (cont'd) 5/43

U.S.E.S. estimated that approx. 5000 Negro male workers will have to be imported, and that about 3,172 white males will have to be imported. This would give a total of 8,172 necessary inmigrant workers. US.E.S. estimates that over 2,000 of these inmigrant workers will be needed by June and that by September the number of this year's inmigrants will be nearer 5000 than 4000. (We are giving only round numbers here) If these figures are compared with the figures on Housing-Cushion against further expansion, it will be seen that sufficient housing has been planned, although there may be a lag in supplying housing for this area in the next 12 months. The Housing Authority has to be careful not to over build. It believes the housing problem has been met for the near future.

The Federal Public Housing Authority has supplied space and equipment for excellent community facilities (recreation, health, and child-care) at most of the projects that have been built, but the facilities cannot be used until the Housing Authority of Charleston decides to use them. Since certain standards must be maintained before facilities can be used, it is required by the Fed. Public Housing Authority that the local housing authority must first appoint a Project Services Supervisor. This person may have, as needed, 2, 3, or 4 assistants (all paid by Fed. Pub. Hsg. Auth.) The Charleston Housing Authority will not appoint a Project Services Supervisor, and will take no steps (see few exceptions on attached sheets) to use the community facilities in the Housing Projects. Most of the facilities are either only partially used or are standing idle entirely.

One health problem on which the Charleston Housing Authority will cooperate is as follows: There are vacancies in Charleston housing projects due to the fact that those people who came in and lived in trailers, tents, and huts--of necessity, at first--now continue to live in them. The town must write a health ordinance to make these people move into houses. The board of Housing Authority will cooperate here.

Housing: Mobile, Ala. 2/43

Housing has of course long been known as one of the major problems of the Mobile vicinity. In addition to government agencies and employers, a number of local groups and committees have taken an active interest in the housing problem, and still are concerned with it.

For example the American Federation of Labor has had a housing committee for some time. This committee had a number of very graphic pictures taken of extremely poor housing conditions in trailer camps, shacks, and tents, many of which are much in evidence around the outskirts of Mobile. The Council of Social Agencies now has a housing committee which is concerning itself particularly with the problems of women's housing. The Y.W.C.A. in addition to working with this committee has also worked independently to compile information on the housing problem and -- under the leadership of the U.S.O. director in the area representing the Y.W.C.A. an extensive survey of Negro housing in Mobile was made, which covered approximately 60 percent of the Negro population. Very poor housing was found in a great many instances, particularly as to sanitation and some improvements in this respect have been made. About 10 percent of the Negroes living in the houses surveyed were found to be workers in war industries. (However no information was obtained as to whether any of these were in-migrants). The Civilian Defense Coundil also has a housing committee and some other agencies, such as the Chamber of Commerce and the Junior League, independently and in conjunction with other organizations, have also taken an active interest in the housing

Cont'd next page. situation.

Housing

Housing (continued): Mobile, Ala. 3/43

By now extensive housing projects of all types have been "programmed" for the Mobile vicinity.

Some fear has been expressed by housing officials that when all of the units now under construction are finally completed there may be "too much" housing in Mobile, and that it may be hard to dislodge some of the workers from their very poor accommodations in trailers, tents, and shacks in which they have made some investment. Certainly it would appear that the government housing will be much more desirable than many of the make-shift habitations in which people working in the war industries are now living, but it may be necessary eventually to change some of the rules of eligibility slightly. For example an in-migrant appears to be generally defined as a person who has lived in the community less than a year, - and those eligible for housing are "essential in-migrants." Since housing facilities have been considerably delayed since the first influx of workers, it may be that some people will actually have been in the community a year before any satisfactory housing becomes available. (However this is only a possibility - no investigation was attempted as to the truth of this supposition). Certainly as of the date of this survey there was evidence that lack of housing is still a definite problem and that it is contributing to turnover.

An attempt was made to find out what types of housing are available to workers who are single women, (or to those whose husbands are in the military services, etc.), and to consider the problems which such women have in obtaining suitable accommodations.

The usual reports were given by persons connected with room registry services that women are less weldome than men as roomers in private homes. Only 22 cards listed rooms for women at the Junior League room registry out of a file which appeared to contain a hundred or two cards.

Householders willing to rent rooms to women often specify that the women must be office or "white-collar" workers, or state that "no shipyard workers" are wanted. (This is in line with conditions which have been reported in the past from many other areas which indicate that it is generally much easier for white collar women than industrial women to get rooms in private homes).

To this writer the $5.00 per week rent scale for a number of persons occupying the same room seemed high.

Certainly some satisfactory accommodations, public or private, need to be available to meet the needs of women war workers with the lowest actual earnings so that rent will not generally require more than 20 percent of their incomes.

A small number of government dormitory accommodations were available for women at the time of this visit and many more were expected to be ready shortly. The total number of units which might eventually be turned over to female occupancy would apparently depend rather largely upon the demand.

Housing

Overcrowding and transiency: Mobile, Ala. 2/43

These census figures do not give, of course, a true picture of the population in Mobile today since undoubtedly there has been a tremendous increase in the number of people in the Metropolitan area of Mobile in the past year or two. In fact the U.S. Bureau of the Census in a recent statement estimated that the Mobile area has probably had the largest population increase of any of the war industry areas, which is saying a good deal. Ration books for canned goods were exhausted at many of the schools long before the end of the week during the recent registration and additional books had to be mailed out to many people later.

Naturally the great influx of workers of all ages and types into Mobile, many of them accompanied by families, has placed a great strain on community facilities of the area, and the influx has far outstripped the completion of additional houses and some other facilities which are being provided. While some in-migration may still be necessary, serious efforts are being made to keep down further in-migration and also the constant flow of workers in and out of the city and from job to job.

2. Housing: Cedar Rapids, Iowa 11/43

According to all persons contacted, the lack of available housing is a serious problem. Cedar Rapids has had a steady increase in population in peace time with a very low housing vacancy rate even before the war. The estimated population at the present time is 68,000 which is an increase of 5000 - 8000 since the war boom. No government housing has been programmed except a plan for conversion of private homes into two or three family units. However, no action has resulted as yet from this plan for conversion.

Available Housing -- No family units. Even sleeping rooms are difficult to find. The Y.W.C.A. has a Rooms Registry Service which is kept up to date. All rooms are inspected. On December 1st Miss Stein, Gen. Secry., stated that they had called every one on the register that day and found four rooms available. The Y.W.C.A. Board Members have been campaigning for additional listing of rooms in private homes.

Available Housing (cont'd.)

On November 30th there were 17 girls who made application for rooms at the Y.W.C.A. All were placed but one. The daily requests for rooms do not usually run that high, but there are some each day.

No definite information on F.H.A. plans was available. Mr. Taylor, Executive Vice President of the Chamber of Commerce, stated that the F.H.A. representative from the regional office was coming to Cedar Rapids the following week. A meeting with industry and community groups was planned to see what could be done to relieve the housing shortage.

The Y.W.C.A. secretary said that the only available rooms are those in homes on the outskirts of the city where there are no eating facilities and landladies refuse to give meals.

Housing

Oklahoma City, Okla - April, 1943

D. **Housing.** Oklahoma City, Okla. 4/43

The housing shortage is becoming quite acute in Oklahoma City. There are enough rooms in private homes available but apartments and family units are difficult to find and rents are high.

Some of the homes now being rented were not on the market at the time rents were frozen, therefore prices are too high in many cases.

The Douglas Aircraft Company conducts a Homes Registration Service for their employees. The record from April 1 - 23 showed the following:

Type of Housing	Available Housing Listed	Applications
Furnished houses	48	82
Unfurnished houses	19	56
Furnished apartments	198	144
Unfurnished apartments	42	32
Share homes	41	4
Light housekeeping rooms	34	11
Rooms	101	27

A survey of available family units was made by the fire wardens in Oklahoma City the latter part of April for the manager of the Defense Housing Center. Of the 303 units found available, 175 were rented within 48 hours.

About 300 family houses are in process of construction across the road from the Oklahoma City Air Depot. Over half of these are occupied.

Some conversion of old buildings into family units has been done. At present three business buildings are under consideration for conversion into apartments. One of these prospects is a 11 story building located in the downtown area.

A recent report estimated that 2,000 additional homes will be needed to house the in-migrant workers necessary to carry on war production.

The Y.W.C.A. residence accommodates about 165 or 170 girls but there is a long waiting list. The residence is unusually attractive with practically all single rooms.

Housing

Tulsa, Oklahoma - April, 1943

E - **Housing** Tulsa, Okla. 4/43

As yet there is no serious housing shortage in Tulsa. Several hundred of the F. H. A. houses have been built on the road to Douglas aircraft, but no demountable houses have been constructed. Private conversion of existing buildings into multiple dwellings is in process, and at least one large tourist court has been leased by the Federal Government for the duration. These units had no cooking facilities, so kitchens were added.

(Report from War Housing Center) -

Rental activity for dwelling units the last week in March included 57 new listings and 84 units rented. 76 new listings for individual rooms were received and 114 rooms were rented. There are quite a number of available rooms in private homes, but apartments or family units are difficult to find.

Housing Wichita, Kansas, Feb. 1943

F. Housing: Wichita, Kansas 2/43

The housing shortage is still acute due to the fact that only one Defense Housing Project is completed. However, an increasing number of units are being occupied each week, so the situation should be greatly improved by the end of March.

Types of Housing Available

(a) Rooms in Private Homes: According to all reports, there are available rooms in private homes, but the demand is for apartments, even by young women workers 18 and 20 years old. They prefer taking an apartment with two or three other girls to renting rooms in private homes. However, there are no apartments available so the rooms in private homes must be utilized. It was estimated that 1,400 or 1,500 rooms could be made available. About 200 were listed at the Room Registry Service.

The Y.W.C.A. and the two U.S.O. clubs place girls in private homes. They report that all girls who have made application have been placed. The U.S.O.-N.C.C.S. club is located in a very nice residential district. Many of these homes have been opened to girls since the U.S.O. club provides a place of entertainment day and night for the girls.

The Y.W. C.A. is now inspecting the rooms it has listed on the registry. It has been found that many of the rooms are undesirable, not from a moral standpoint but they are unattractive and inconvenient.

There are few calls at any of the agencies for good single rooms that rent from $5.00 to $8.00 per week. The average rate is $3.00 per week since that is the frozen price on the majority of rooms. There is a ceiling price on rooms, but the hotel and rooming house regulation is not as strict as for dwelling houses.

(b) N.Y.A. Dormitory: This is a large house converted into living quarters for the N.Y.A. trainees during their two week induction period. This dormitory houses about 60 girls.

Dormitory rules are quite strict. The N.Y.A. trainees must begin at 8 p.m., except two nights per week when they are allowed to stay out until 12 o'clock. At the end of the two week induction and training period, girls are placed in jobs at the war plants and they find rooms in private homes, usually near the dormitory so that they can come back "home."

(c) War Housing Center (Opened soon after January 1): The purpose of this Center is to take old out-moded houses of five or ten rooms and convert them into small efficiency apartment houses. This can be done at about one-third of the cost of building new ones and with fewer critical materials. The owner will get his house back at the end of the war but will also receive rent for it during the war period, plus the remodeling.

There are 330 convertible units alloted to Wichita. Thirty-six properties have been approved and 44 units were about ready for occupancy the early part of February. There will be 125 units when all units are completed in the 36 houses now under process of renovating.

Housing

Wichita - 2/43 (cont'd)

(d) Private Construction: Many new homes have been erected in Wichita during the last two years. A large contract for additional homes has been recently let. It is believed that these houses will be needed after the war.

(e) Defense Housing: There are three housing projects and a government trailer camp. No dormitories have been built. The projects are:

1. Hill Top Manor--1118 family units, all occupied (near Cessna and Beech Aircraft).

2. Beechwood--500 units to be completed in March (near Beech Aircraft).

3. Planeview--4382 family units (near Boeing Aircraft). Five hundred additional units approved. Two hundred houses at Planeview were completed and occupied the last week of February; an additional 200 were to be ready by March 1. By the first of June it is estimated that from 20,000 to 25,000 persons will be living at Planeview.

4. Trailer Camp--500 trailers. At present only about 50 percent are occupied despite housing shortage. It was reported that these unoccupied trailers would be moved elsewhere. The trailers have been very unpopular in Wichita. The following reasons were given:

   1. No bus transportation from camp.

   2. Insufficient number of utility trailers (50 families to 1 utility trailer).

   3. Poor drainage and sewers.

   4. Difficult to heat in winter, particularly if trailer was on the outside row.

   5. No community building for recreation or child care. Four trailers are used for community activities but they are inadequate because of size.

Community Buildings at Housing Projects

Community facilities - schools, stores, and recreational building - have been included in the plans for Planeview and Beechwood. Funds have been

Housing

Wichita - 2/43 (Contd)

allocated and construction will begin as soon as they get priorities on materials, according to a Regional Housing Officials in Kansas City. At present four houses are being converted into temporary school buildings at Planeview. Teachers have been hired without much difficulty because Wichita still has its regulation against married women teachers. They are hired as substitute teachers and may teach every day, but are not given a contract.

The need for community buildings can scarcely be over emphasized, particularly at Planeview which will be a little city itself covering 540 acres.

These housing projects are about five or six miles from the city. With transportation as difficult as it is at present, facilities for recreation, shopping, etc. are imperative.

Defense Housing for Negroes

The Housing Manager stated that a minimum of 100 houses at Planeview would be allocated to Negro workers.

Additional Defense Housing at Wichita

Since there has been a big reduction in the hiring schedule at Boeing Airplane Company, and to a lesser degree at the other aircraft plants, it would seem inadvisable to build any more defense housing units.

Housing

Housing San Diego - Nov. 1943

The OPA rental regulations have aggravated the housing situation in San Diego. The rentals were frozen as of January 1, 1942 which is the low rental season for San Diego because it is the off-tourist season. During the time from 1938 to 1941 the fleet was not in San Diego as formerly and rentals dropped very low. Consequently the rentals as of January 1942 were really at the level of 1939-1941 rentals.

This has given rise to many bad practices to get around the OPA regulations. Some places charge as much as $25 a month extra if there are children in the family. People looking for houses and apartments advertise in the papers that they will pay a $25 reward, or some such sum, if they can find a house. This actually means that they will pay $25 a month extra each month over and above the listed rental rate, rather than its being a lump sum payment of $25.

Some houses built originally for sale are now open for rent because these places are able to charge much higher prices in not being held to a rental level as of January 1942. At the same time there were reported to be many homes in San Diego with rooms to rent, but they were not being opened for rental because of the low level of rentals which they are held to for January 1942.

Housing

The 11th Naval District Office feels that the local OPA officials should be given power to make local rental adjustments in cases where rentals are frozen to abnormally low levels. This would do much to eliminate the many secret over-charges. Rentals could possibly be based upon an average over a period of time instead of being based upon a fixed sum as of a certain date.

Recruiting workers and housing: There were reports from several sources that people being recruited in the east were led to believe that housing was available for them when they get here. Some of these people have even come into the local housing center and asked for the keys to their house when they arrive in the city. In advertisements in the newspapers in the midwest for workers to come to work at Consolidated there were reported to be statements that housing would be available.

There were also known to be instances where local housing authority representatives have told people they must get a job at Consolidated before being allowed to get a house in one of the war housing projects. The 11th Naval District Office checked on one such case and found that the person had actually been told this at the housing center. The housing officer checked with the housing center and found that some of the people there did have the mistaken idea that some of the houses were reserved for Consolidated workers, and immediately clarified this matter so no more people were told that they had to work at Consolidated before getting housing.

Housing

cont'd /

Public housing in San Diego 11/43

In the San Diego area there are approximately 10,000 families housed in war housing units. From January 1943 to September 1943, 6000 families have been placed in war housing projects. This included both new and reoccupied houses.

Present war housing facilities in San Diego (Sept. 1943):

11,586	Family Dwelling
1,024	Dormitory accommodations for single women
80	Dormitory apartments for women with cooking facilities
650	Public trailers
13,340	

In addition there are spaces for 1000 private trailers. No more than four are allowed to live in one trailer.

There is now an application in Washington for 14,000 additional housing units for San Diego. 7000 are for war industries. 7000 are for the Navy, including 4000 for service staff personnel, and 3000 for war casualties, service families, and men temporarily stationed here while their ships are being repaired and overhauled.

There has been an approval for construction of 3500 family units in Old Town. The War Production Board has just granted AA-1 priorities for this housing project placing it in the same priority rating as Army and Navy work. It is anticipated that this project will be completed March 31, 1944.

In January 1943 there were 2500 unfilled applications for housing and in September there were 3500 unfilled applications on file at the housing center. There have been 1700 vacates in the past eight months but this includes families moving from one unit to another such as these going from Linda Vista to Chula Vista to be nearer Rohr Aircraft.

There is nothing available in war housing except when families leave, and the turnover is now about 50 to 60 families a week. The turnover has diminished in the last month or so.

Linda Vista: Linda Vista is the largest war housing project in San Diego with some 19,000 to 20,000 people. It has a fire department, library, Safeway store, and a large shopping center is under construction. There are more people living there from the State of Illinois than any other state.

Housing

(Contd)

Housing San Diego - 11/43

There was at one time a high turnover at Linda Vista but this has decreased considerably recently. In September 1943 there was a waiting list of 600 for houses at Linda Vista.

Preference is given to families with children in Linda Vista because of the difficulties they have in getting housing elsewhere. Below are figures showing the number of children in different age groups living in this housing project:

(September 10, 1943)

3722	Under 5
2256	6 to 11
862	12 to 13
935	14 to 18
7815	18 and under

Riverlawn Dormitories: The Riverlawn Dormitories were originally built for men but they are now being converted over to women's dormitories so that women are now living in some and men in others. Eight of the seventeen buildings were occupied by women in September.

Linen is changed in the beds every week, and two towels are changed every day. The toilets, showers, and laundry basins are in the same rooms in the different buildings. There is no laundry room with many laundry stands and ironing boards because the dormitories were built for men who would not use such facilities. Consequently the women do their ironing in their rooms.

A center is being built which will include a cafeteria, medical center, and recreational facilities. At present there is no place on the grounds where the occupants may get hot food, and they must go some distance down the highway to find a place to eat.

Rates: Large single room $5.00
Small single room 4.50
Double room 3.50

WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR
Washington

HOUSING INFORMATION FROM WAR INDUSTRY AREAS

Women, especially young women, coming into war industry areas, need decent, adequate housing at prices they can afford. Lack of these essentials cripples war commodity production, degrades the individual worker, and creates community hazards.

Community groups of women can solve this particular problem. Perhaps your area has already found a solution. If so, will you tell us how it is being done?

At any rate, will you help by answering the questions that follow?

1. How do young women workers from outside areas find living accommodations in your locality?

2. How can they know whether the accommodations are respectable in character?

3. What kind of supervision regulates boarding and rooming houses where young women are housed? Particularly, as to cleanliness, decency, and safety?

4. What can be done with a community program sponsoring, and supervising to an extent, selected boarding homes for young women war workers in your area? (Selection made on attained standards of cleanliness, sanitation, and respectability.)

Myrna's file

Other agencies concerned with Race relations

As to further information on this subject the following agencies may be written to, according to your special field of interest. The program for construction, furnishing and management of dormitories for women in war industries is in the National Housing Agency, Federal Public Housing Authority. Mr. John J. Blandford, Jr., is the Administrator; Mr. Herbert Emmerich is the Commissioner. They can be addressed at the Barr Building, Washington, D. C. For the dormitories for the District of Columbia we have contacted Mr. Gilbert L. Rodier, Director for the Washington Metropolitan area of the Federal Public Housing Authority; his address is Temporary Building #2, 10th and D Streets, Washington, D. C.

Mr. Mark McCloskey is director of recreation in the Office of Defense Health and Welfare Services (Federal Security Agency, Washington, D. C.) The work of his staff is supervisory in nature, in recommending that a program of recreation be established by the United Service Organization in a certain area or community. Mr. McCloskey also certifies requests for any new recreation buildings needed, the buildings being constructed with Federal funds. The U. S. O., as you know, is composed of six national organizations: The Young Men's Christian Association, the Young Women's Christian Association, the Travelers' Aid Society, the National Catholic Community Service, the Jewish Welfare Board, and the Salvation Army. The programs are conducted under the U.S.O. staff. The national headquarters of the United Service Organizations is in the Empire State Building, New York City.

Wyzanski file

Recr. & Housing

Recreation and Housing for Women War Workers

Emergency has necessitated for large numbers of people not only different employment but different living conditions

Demand for more and more workers on war production - women must constitute larger and important part of country's labor supply

Special attention needed to problems of women wage earners in their life and living outside their hours of labor - adequate housing, wholesome recreation

Conditions acceptable to men not necessarily adequate for women - their problems:

- Large cities which have many facilities, diversified but inadequate because of expanding opulation
- Smaller cities and towns where existing facilities few, undiversified, and wholly inadequate for sudden increasei in population
- Sparsely settled, undeveloped areas converted within a few months into manufacturing centers, where many industrial workers are brought - service employees too - and totally devoid of facilities for normal living and of essential businesses and trades
- Environs of military camps suddenly expanded, having inadequate facilities to meet not only needs of the men in service, but needs of large numbers of workers, particularly women (brought into the area by the mushroom growth of service industries.)

Different types of women workers - those on monotonous, tedious, repetitive, difficult and sometimes dangerous processes; nurses; white-collar workers; service trades. Some on night shift.

Lack of satisfactory or conveniently located eating facilities

Long-distance commuting

Problems vary with personal factors such as age, marital status, race, religion.

The Women's Bureau has made a few surveys of community facilities, but none in Texas

Program should be adapted to individual communities, utilize existing facilities and resources, eliminate undesirable commercial features, become a part of any existing general community program

NATIONAL PUBLIC HOUSING CONFERENCE
122 East 22nd Street
New York, N.Y.

PROPOSED AMENDMENTS TO THE LANHAM ACT

A new title is to be added to be known as Title III, which is to read as follows:

SEC. 301. Local Defense Housing Projects.

(a) It is hereby declared to be the purpose of Congress to preserve as far as possible for peacetime needs values created by expenditures for public defense, and to that end provide for the orderly disposal through sale or lease to public housing agencies of all defense housing which can be used by families of low income after the defense emergency shall have ceased to exist.

(b) Wherever in any area where defense housing shall be required, the Federal Works Administrator shall certify that there shall be a need for housing in such area after the defense emergency has ceased to exist, the housing constructed under this act shall be planned and constructed so as to be utilizable for families of low income after the defense emergency has ceased to exist.

(c) Defense housing projects described in this Title shall not be sold or leased to any private individual or corporation unless and until an effort has first been made to sell or lease such projects to public housing agencies for use by families of low income after the defense emergency shall have ceased to exist.

(d) Any sale or lease to a public housing agency may be upon such terms as the Administrator shall consider a fair value for housing purposes of a low rent character. The provisions of Section 321 of the Act of June 30, 1932 (U.S.C. 1934 edition, Title 40, sec. 303(b)) shall not apply to any lease pursuant to this Act.

(e) No sale or lease of such property shall be made unless an agreement shall be contained therein under which the public housing agency agrees, within such time as the Administrator shall prescribe, to eliminate or cause to be eliminated by demolition, condemnation, and effective closing, or by compulsory repair or improvement

a number of unsafe or insanitary dwellings situated in the locality or metropolitan area substantially equal to the number of dwelling units sold or leased to the local public housing agency hereunder; except that such elimination may, in the discretion of the Administrator, be deferred or waived in any locality or metropolitan area where the shortage of decent, safe, or sanitary housing available to families of low income is so acute as to force dangerous over-crowding of such families.

(f) The President may at any time after the emergency shall have ceased to exist transfer to any other agency or department of the federal government or to any public housing agency, any right, interest or title in any property acquired or constructed under this Act and held by any other department or agency of the federal government. The agencies or departments to whom such property shall have been transferred may complete any uncompleted projects, continue any or all activities undertaken in connection with the project so transferred, or (subject to the provisions of this Act) sell, lease or otherwise dispose of such property with the same power and authority as is vested in the Administrator

(g) The term "families of low income" means families who are in the lowest income group and who cannot afford to pay enough to cause private enterprise in their locality or metropolitan area to build an adequate supply of decent, safe and sanitary dwellings for their use.

The term "public housing agency" means any local public housing commission or authority or any other non-federal governmental entity or public body which is authorized to engage in the development or administration of low-rent housing or slum clearance. The term "public housing agency" shall include the Alley Dwelling Authority.

ALL-DAY CONFERENCE AND ELEVENTH ANNUAL MEETING
NATIONAL PUBLIC HOUSING CONFERENCE
WASHINGTON HOTEL, WASHINGTON, D.C. - FRIDAY, FEBRUARY 6, 1942

General Theme: "PUBLIC HOUSING DURING THE WAR AND POST-WAR PERIODS"

9:00 A.M. REGISTRATION. Admission to all Discussions, except Luncheon, 50¢.

9:30 A.M. CONFERENCE Opened by MRS. MARY K. SIMKHOVITCH, President, National Public Housing Conference.

9:45 A.M.-12:45 P.M. MORNING SESSION.

1- RENT CONTROL. Presiding: DR. EDITH ELMER WOOD, Author and Housing Consultant.

Speakers: KARL BORDERS, Chief, Rent Section, Office of Price Administration.
LEIFUR MAGNUSSEN, Member, Board of Directors, Washington Housing Association.
JOHN IHLDER, Executive Officer, Alley Dwelling Authority for the District of Columbia.

11- POST-WAR PLANNING. Presiding: EDWARD WEINFELD, State Commissioner of Housing, New York State; President, National Association of Housing Officials.

Speakers: CHARLES ASCHER, Consultant, National Resources Planning Board.
"Land Acquisition and Planning Now for Future Work."
LANGDON W. POST, USHA Regional Director, San Francisco.
"The Housing Movement on the West Coast."
B.M. PETTIT, Director, Housing Authority of the City of New Haven.
"Post-War Planning and Public Relations."
B.J.HOVDE, Administrator,Housing Authority of the City of Pittsburgh.
"The Place of Local Authorities in the War and Post-War Program."
ERNEST J. BOHN, Director, Cleveland Metropolitan Housing Authority.
"Disposition of War Housing."
HERBERT U. NELSON, Executive Vice President, National Association of Real Estate Boards.
"Urban Redevelopment Proposals and the Place of Public Housing in Them."
ROBERT C. WEAVER, Chief, Negro Employment and Training Branch, Labor Division, War Production Board.
"Negro Housing."
THOMAS J. LYONS, President, New York State Federation of Labor.
"Why Labor Needs Housing."
JOHN GREEN, President, Industrial Union of Marine and Shipbuilding Workers of America, CIO.
"Mutual Cooperative Housing."
MICHAEL STRAIGHT, Washington Editor, THE NEW REPUBLIC,
"The Bottleneck in Housing."

12:45 P.M. LUNCHEON. "PUBLIC HOUSING DURING THE WAR PERIOD". $1.50.

Presiding: MRS. SIMKHOVITCH.

Speakers: HON. ELBERT D. THOMAS, U.S. Senator from Utah, Chairman, Senate Committee on Education and Labor.
"The Effect of Housing on Morale."
BAIRD SNYDER, III, Acting Administrator, Federal Works Agency.
"Housing for Defense."
LEON H. KEYSERLING, Acting Administrator, U.S. Housing Authority.
"Public Housing Takes Stock." Will need a real housing program
CHARLES F. PALMER, Coordinator of Defense Housing.
"Housing Workers Today."
LOUIS H. PINK, Superintendent of Insurance, State of New York, Treasurer, National Public Housing Conference.
"The Future of Housing."

1937
125,000 dwelling units
5,000,000 families
Add need

3:15 P.M. AFTERNOON SESSION. PLANNING FOR ACTION - ANNUAL MEETING.

I - Reading and Discussion of a "War and Post-War Housing Program".

II- Consideration of "A Bill to Preserve War Housing for the Slum-Dweller after the War".

III- Appointment of Committees to Carry Out the Plan of Action.

IV- National Public Housing Conference Annual Meeting and Election of Officers.

Labor Organizations

Communities Listed:

Burlington, N. C. 7/43 ✓
Durham, N. C. 7/43
Charlotte, N. C. 7/43
Memphis, Tenn. 8/43
Brunswick, Ga. 2/43
Savannah, Ga 5/43
Charleston, S. C. 5/43
Salt Lake City, Utah 4/43

Labor Organizations

Burlington, N. C. 7/43

Unions - There is only one hosiery mill organized and this is not in Burlington proper, but in the county. The hosiery organizers are working here.

The CIO has just recently won the election at the Fairchild plant. They have both male and female stewards.

Durham, N. C. 7/43

Durham has a few organized plants; both large tobacco factories and the Wright Automatic Machine Co. have been organized for some time. The Golden Belt Hosiery Mill and the Erwin Cotton Mills were organized recently. The Durham hosiery mill has just been organized.

Union Organization Charlotte, N. C. 7/43

The city is not generally organized. The A. F. of L. and the C. I. O. are both working here and have made some progress.

The Kendall Mills are both organized, but Mr. Fullerton of the C. I. O. says that they have great difficulty keeping them up to their contract. The Industrial Cotton Mills at Rock Hill are organized, and the Albert J. Barton Co. with contracts for Government duck, has a closed shop with a check-off system.

Efforts are being made to organize the hosiery workers, but so far nothing much had been accomplished.

The Firemen and Guards at the Shell Loading plant have recently voted to become C. I. O. members, and the Production workers at this plant were voting for or against the C. I. O. Union on August 24, 1943. CIO - now

Unions Memphis, Tenn. 8/43

A.F.L. - A call was made at the office of Lev Loring, president of the Labor and Trades Council in Memphis in the company of Mr. Brooks, regional information representative of the Labor Dept., who had some business to discuss with him. The A.F.L. in Memphis is apparently concerned rather largely with the building trades and Mr. Loring did not know of any locals in which women are to be found in any significant numbers.

C.I.O. - has been in Memphis a comparatively short time (perhaps about 5 years) and apparently has had a great deal of local prejudice to overcome. However, the Memphis coordinator for the organization believes that it is now well established, is gaining in prestige, and will eventually be very strong in Memphis. The U.A.W. has a maintenance of membership contract, with the check-off, at the Fisher plant and the United Rubber Workers Union has a similar contract with the Firestone Co. There are many women members in both of these unions. The U.A.W. also has a contract with the Ford plant.

There is an active local unit of the News-paper Guild and it was estimated that women constitute about 40% of the membership.

The C.I.O. - United Furniture Workers has a closed shop contract with the Downcraft Furniture Co. (This is one of the firms employing Negro women). Mr. Copeland reported that an election was to be held soon at the Memphis

Labor Organizations

memphis, Tenn. - contd

Memphis notes - p. 4

Furniture Co. where there are also many women employees and indicated that in several plants the C.I.O. now believes it has more members than the A.F.L. unions which were formerly strong in the ;lants. In this connection agent noticed a newspaper clipping, shortly after leaving Memphis, concerning a decision which the WLB rendered on Sept. 4. The Board declared that the color or race of employees was irrelevant in determining the unit appropriate for purposes of collective bargaining and ordered that an election be held within 30 days among all of the production and maintenance employees of the United States Bedding Co., Memphis, to determine if they wish to be represented by the A.F.L. Upholsterers' International Union, Local #417, or by the C.I.O. - United Furniture Workers, Local #282, or by neither.

During one evening in Memphis agent attended part of a meeting of the Memphis C.I.O. Council (accompanying Mr. Brooks). One woman at the Council meeting was representing the Textile Workers., She was employed at the Bosworth Co., Mr. R. A. Johnson of the U.A.W. and a young woman were there from the local which has a contract with the Fisher plant. The young woman reported that she does riveting and assembly work. She said that there is no discrimination against women in the starting wage but that there is some discrimination when the women begin to reach certain of the top jobs. She stated, for example, that when women were put on certain jobs which has been Assembly A jobs, when men did them, they were made Assembly B jobs and women were paid 10¢ less per hour. Men were taken off of these jobs when women were put on them. It was stated that the job is the same as formerly. Mr. Johnson said that the union - company agreement provides for too many jobs categories and said that some revisions should be made. He asked whether agent would be able to come to the plant later to make a study of the general situation, if invited, and said that an invitation, if given, would have to come from a joint labor-management committee. (However, in the course of visits around Memphis, agent found that the local air priorities control officer, resident inspector at Fisher's, etc., cannot give clearance for visits to the aircraft plants, and that permission would have to be obtained from Major Bennettof the Army Air Corps office in Atlanta).

Union - C. S. - Brunswick, Georgia 2/43

Agent talked very briefly to Mr. Curry of the Boilermakers' Union since several other people were in his office at the same time. He stated that women are being taken into the union now and that they meet with the men in the same meetings and are paid the same rates when on the same jobs. He did not give definite information as to the number of women who have joined the union but said that the A.F.L. unions have a closed shop contract at the Jones shipyard in Panama City and so hope to get the same type of contract at the Brunswick Marine-South Yard since the Jones Co. will soon be operating it. Mr. Curry did indicate that some of the workers have not joined the unions but that more of them will probably be joining soon since the unions are going to be able to give increased benefits to their members. (As yet the women at the yard are only in the boilermakers' union - other craft unions may have some women later, depending upon the additional types of jobs on which women are employed).

Labor Organizations

Union Organizations - Savannah, Georgia 5/43

Attitude toward women workers:

The training director of the Southeastern Shipbuilding Co. (Mr. Lew Roberts) was inclined to blame the unions, in part at least, for the slow rate at which women have been assimilated into his yard. He mentioned especially the electrical union and the carpenters. However after talking to a number of union business agents and the area director of the War Manpower Commission there seemed to be some basis for thinking that the unions are coming to accept women more and more as time goes on and that probably the situation has improved in recent months. Undoubtedly there has been some reluctance to accept women in the past but this appeared to be a part of the whole conflict which there naturally has been in the old craft unions as the old system of apprenticeship has broken down due to the war emergency. Therefore it appeared that the real conflict may well be over the reluctance of the unions to accept men or women trained in a short time (a year or slightly more) to do a part of the work which a skilled mechanic can do on the same level as the men who have gone through a long period of apprenticeship. Obviously this is a source of disturbance to those who have grown up in the old apprenticeship system.

Wage System: Savannah, Ga 5/43

Under the present shipbuilding stabilization agreement which is in effect for the Atlantic and Gulf coasts the only rate which is really set is the rate for skilled mechanic or journeyman which is $1.20 an hour. Numerous union men talked about the fact that relatively unskilled people can, under present conditions, reach this top rate within a period of a year or 15 months and then they receive the same pay as many skilled mechanics who have trained in a four or five year apprenticeship course and really can do a much greater variety of work. However it may not always be so easy for people to reach this top rate because some unions require tests for advancement to the skilled mechanic rate. Sometimes it is said that workers on all rates are to be "qualified" for their jobs. (Also it would seem likely that a great many of the really skilled mechanics are probably leadermen, quartermen, or foremen now though this point was not discussed with union officials). However it is doubtless true that a good many workers who are skilled in only a limited part of the work which a skilled mechanic would be expected to know have been, or will be, able to reach the top rate. Union officials in Savannah seemed worried about this, whether it involved men or women workers and wonder what is going to happen after the war. One union, the pipefitters, is not giving men cards as journeymen in the union until they have had 5 years experience even though they are being paid the $1.20 journeyman's rate.

contid next page

Labor Organizations

Upgrading: - C. S. - Savannah, Georgia 5/43

Savannah is an A.F. of L. town. There are numerous AFL unions in Savannah and they have agreements with all of the large industries, and many of the smaller ones. These unions are facing changing conditions, but not all with the same quick comprehension of present needs. Each craft union does not have the same agreement in different plants. Also, the different craft unions differ in their acceptance of women, but they all, some sooner and some later, are beginning to face the necessity of accepting the woman workers. The attitude of the unions that have admitted women is that green workers, whether men or women, should receive the same pay for the same work. The problem is (in connection with union agreements with plants on rates): Will women be allowed to advance, even when they have acquired experience? Probably few women will advance, during the period of the war, to the point where they will be eligible for top rates in a craft, but many will be acquiring experience and doing the same work as many men. To protect women from being kept at the lowest rates of pay, it may be necessary for the unions to create one or more new wage-classifications aside from those of the old apprenticeship system. A few unions are still trying to uphold the old apprenticeship system, with no concessions to present needs. In the old apprenticeship system a man advanced in accordance with the time served, and at the end of a certain period of time was supposed to have mastered his trade and become eligible to maximum pay in his craft. However, the needs of this war-emergency period require the placing of green workers in jobs where they are taught on the job to do one thing only and do not learn the trade. The Union has to face the fact that as these workers serve longer periods of time and become really proficient, and as some learn to do much more than one part of a job, there must be a system of advancement. The whole question is especially important to women workers and the Union's attitude toward green workers, mostly women, must be watched.

Union Attitude toward employment of Women: - C.S. - Charleston, S. C. 5/43

Mr. Irvin, leader of Central Labor Union, emphasized the fact that the Union in Charleston was not opposed to the use of women and of Negroes in greater numbers. Personally, he felt very strongly on both points. He said we had one big problem which we had to face, if we were to win the war:--first, plants must release more men to the armed forces (chiefly white men, in this area, because great numbers of Negroes cannot pass the draft-board physical examinations or the literacy test), and secondly, and consequently, that plants must be willing to hire and train and make greater use of women and Negroes, giving both an opportunity to acquire skills and increase in usefulness. In enlarging upon this, he said that all plants in Charleson, except the Navy Yard, were now releasing men for the draft as required, but that the Navy Yard insisted on claiming deferment for young men, apprentices and helpers, 18, 19, and in the early twenties, unmarried and eligible for the draft, and with as yet no skills that justified the deferment (he showed the evidence for this). Also, he said that the Navy Yard was hoarding labor and that it was not utilizing its labor fully, there being so much idleness at the Yard that the workers themselves were discontented and disgusted. He said this was the major labor-problem in Charleston and that a committee was meeting within the week to consider the problem and do something about it (evidently a committee of WMC, Selective Service, and others). He also said that he thought it time the Civil Service recognized that we were at war and showed a willingness to change some of its regulations. In this connection, he said that workers who were not needed at all times at the Navy Yard (supposing they might have to keep many workers for rush jobs on repair work, etc.) could be released on furlough to the Charleston Drydock and Shipping Co., to be returned to the Navy Yard when needed there, and that the Charleston Shipbuilding and Drydock Co. would be willing to cooperate in such an arrangement if it could be worked out with the Navy Yard and Civil Service.

Labor Organizations

Community Notes

Labor Organizations Salt Lake City, Utah 4/43

Mr. George Haycock, Rep. United Steel Workers of Am.
Mr Haycock reported that they were getting good cooperation from the State Industrial Commission on inspection of Sanitary Conditions in plants and enforcement of regulations. U.S.I.W.A. is organizing Remmington Arms and Eitel-McCullough and has a contract covering the parachute plant at Mante (Federal Charter). He said that the chief difficulty in using women around mines and smelters was the disruption of seniority plan. The C.I.O. has one Labor Board Case pending - an application for certification at Utah Copper Co.

Child Care is one of the chief problems. Unions have attempted to make a survey to find out the need in order to promote the opening of additional nurseries but so far have not had enough information come in to use.

Mr. Joe Wilson, Utah State Federation of Labor, reported that the total strength of organized labor in Utah is around 80,000 - of this number, 50,000 are A.F.L., 13,000 C.I.O., and 12,000 Railroad Brotherhoods. He said that women were being used as taxi drivers and were now going to be used as drivers on the Utah Light and Power Co. City buses.

The last session of state legislature passed a law allowing women to work at and around mines but not inside. He had no information on the position of the railroad unions in regard to the employment of women other than that the seniority question was involved.

Labor Supply and Demand

Communities Listed:

Tampa, Fla. 7/43
Burlington, N.C. 7/43
Durham, N.C. 7/43
Charlotte, N.C. 7/43
Elkton, Md. 6/43
Bath, Maine 4/43
Norfolk, Va. 2/43
Brunswick, Ga. 2/43
Savannah, Ga. 5/43
Charleston, S.C. 5/43
Mobile, Ala. 2/43
Wichita, Kansas 2/43
Oklahoma City, Okla 4/43
Tulsa, Okla 4/43

III. Labor Supply and Future Labor Needs

Tampa is classified as a Group I area by the War Manpower Commission and is at present considered one of the most critical areas in this region as to future labor supply and future labor needs by some of chief officials of the regional Manpower Commission. Apparently this view is based in large part upon the large number of workers expected to be needed in the area within the next six months. Furthermore the lack of housing in Tampa to take care of any extensive in-migration and transportation problems which make it diffcult to utilize housing in some other parts of the area are said to increase considerably the entire labor market problem. (See sections of this report on housing and transportation).

Various estimates concerning expected future labor needs have probably been made by employers and manpower officials at different times. The figures given here as to labor needs were compiled in the area office of the Manpower Commission.

	Current Employment June 1,1943	Anticipated Jan.1,1944	Net Demand
Tampa Shipbuilding ----	14,056	21,200	7,144
McCloskey Shipbldg.----	4,551	9,656	5,105
Tampa Marine----------	915	915	-
Total Non-Seasonal and Non-Manufacturing-- Including govt. estabs.-	7,560	9,086	1,526
	27,082	39,959	13,775

Net Demand----------	13,775
Total Expected Out-Migration---	5,088
Total Net Demand	18,863
Supply---------	6,700
Additional demand--	11,265

However area director of WMC semed to think that because of turnover, a good many more hires will actually have to be made than are indicated by the net demand figures.
According to some figures recently compiled, the Tampa Shipbuilding Co. has been "gaining" 47% of all hires, the McCloskey Co. has been gaining 39 %, and "other non-manufacturing establishments" have been gaining 52% of hires.

For this reason it has been computed that 27,188 actual hires will be needed in the next 6 months to keep up with the expected net demand for workers.

It is very possible, of course, that these estimates as to future needs may prove to be too high. However it should also be recognized that these figures do not include any estimates for the seasonal food processing industry which is of some importance in the area.

Also, it is believed that the above figures do not include the cigar industry. This industry is apparently regarded as at present a stable industry, with a stable group of workers of its own, but some few workers can probably be transferred to other industries.
It had been indicated in the regional office of the WMC that some consideration needed to be given perhaps to the possibility of trans-

Labor Supply, Cont'd 2

General Notes --Tampa, Fla. p.4

ferring fairly large groups of workers from the cigar industry to the shipyards. The area director stated that he had investigated this possibility and that it was not feasible. He said that the industry is now very busy, and has all the orders it can handle. He said that about 80% of the employees (about 5500) are women. Most of the men are older men and not physically suited for shipyard work. Also, if cigar workers did take shipyard jobs, in the opinion of the WMC area director, their hands would be ruined for future cigar making within a very short time.

Construction contracts have recently been received in this area and so construction workers will not be available for shipyard work as is expected in some areas.

According to the Labor Market Report the food processing establishments in the area generally lay-off many of their workers during May, June, and July, keeping skeleton staffs during the summer months. These plants will begin hiring again in Sept. Apparently the employment officials expect these establishments to obtain their workers from among those who would not otherwise be employed. These workers are expected to be mainly unskilled women (housewives) who "will not enter other industries," but will go back to the processing plants in the fall.

Employment officials also feel that agricultural workers are not a source of supply for the shipyards and other industries in the vicinity since the off-season in agriculture is "too short to train" these workers, (including women) for skilled jobs. It was expected that the rehiring of agricultural workers would also begin in September.

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p. 11

General Comments

Agent did not spend enough time in Tampa to form dfinite conclusions concerning the entire labor supply situation. However, considering the demand for labor anticipated, it seems evident that it would be desirable, if possible, to make more use of women as a potential source of supply than appeared to be contemplated. Officials interviewed at both shipyards said that they would be willing for agent to come back later and to make a tour of the yards, during which, of course, more information concerning the actual types of work, the job hazards, and working conditions in the yards could be obtained. Certainly more study of the possibilities of using women in Tampa needs to be done by someone who is sympathetic to women as workers before agent would agree that more women cannot be used effectively.

The area director of the WMC agreed that some of the local prejudice against women workers, especially in the shipyards, is due very likely to poor utilization of women, and the lack of the best types of facilities for workers in the yards. He said that in general in Tampa personnel men in plants are rather inexperienced and that efficient and well-organized personnel depts. are rather often lacking.

Recently through the efforts of the area director of the WMC an organization of personnel men from different establishments in Tampa has been formed. If the men keep up their interest in this organization it would seem to have possibilities. For example during the week of agent's visit to Tampa this group was holding their first meeting, which was to be a discussion of record keeping. The personnel

Tampa. Fla. cont'd

director of the American Can Co. was going to lead the discussion since his co. is an old firm with well set-up records. As agent suggested to officials in Tampa, during the course of some meeting on record keeping the need for records concerning women's rate of absence, accidents, etc., might well be emphasized. Also, during the course of these metings, - since the area director and Mrs. Frank were planning for a series of meetings, emphasis might be placed on the desirability of good working conditions for all workers, and some special discussion of women workers, personnel policies for women which have proved effective elsewhere, etc., might well be attempted.

A similar association has been organized among the union business agents and perhaps here too it might be well to discuss the problems of women workers and the need for their services.

Also, as Mrs. Frank also emphasized, there is need in Tampa for the development, as far as possible, of a coordinated plan of action, within the WMC and among the various agencies concerned. Otherwise it will be difficult to convince the chief employers or the community that the problem is serious and that certain facts, such as the necessity of employing women, should be faced. As an extreme example, perhaps, of the more or less conflicting plans which are now being considered, one might mention the fact that a great deal of effort was being expended to get the bridge tolls removed and yet some other persons were considering the feasibility of moving part of the shipyard work to St. Petersburg. (However this is probably not a fair example since the second idea is probably being considered in the event that everything else fails - and at best is probably only a vague idea with which someone is toying).

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Restricted
6/15/43

Local Labor Market Report — Burlington — 72 E

Section A. Analysis of Labor Market Trends and Development

I. Table 1. Trend of Employment

I Firm or Activity	Employment May 1,1942	IV Current Employment May 1943	V Emp. in 3 mos. Aug.1943	VI Emp. in 6 mos. Nov.1943	VII Emp. in 12 mos. May 1,1944
Total	11,249	12,000	13,787	15,466	14,868
Fairchild Aircraft	19	1,550	2,628	3,691	4,093
Burlington Mills Corp.	3,429	3,098	3,098	3,098	3,098
Standard Hosiery Mills	935	799	1,000	1,000	1,000
Tabardrey Mfg. Co.	535	489	489	489	489
White Furniture Co.	314	198	198	314	314
Sellars Mfg. Co.	418	378	386	386	386
Va. Mills, Inc.	970	1,008	1,008	1,008	1,008
Glen Raven Cotton Mills	530	450	450	450	450
Travora Mfg. Co.	369	350	350	350	350
Total	7,519	8,320	9,607	10,786	11,188
Construction	230	1,180	180	180	180
Agriculture	3,500	3,500	4,000	4,500	3,500
Anticipated changes + or -	--	--	+1,287	+ 2,466	+ 2,868

II. Discussion of Employment Trends

Aircraft

Fairchild has put one plane in the air, and they are working on others that will fly late this summer.

The manpower needs of this plant will be pictured more exactly when their Manning Table has been completed. To date there has been no clear picture of what jobs will exist in this plant. We predict a change in total figures shown to date when occupation information is available.

Critical needs at this time have been made known in about 15 occupations, and clearance orders are in the Region for the men needed. To build planes, these men must be found.

Burlington, N.C. 7/43

Furniture

White Furniture Company has suffered a sharp decrease in the number of employees over the period of a year. Low wages have been the cause, plus the fact that Fairchild Aircraft is located within commuting distance of all White Furniture Co. workers' homes. Fairchild has needed woodworkers, and their wage has been better than that of White Furniture Co. The officials of White Furniture Co. did not take action early enough and the wage stabilization order has prevented them from correcting their low wage.

Textiles

We have both rayon and cotton textile plants in this country. There are very few in either group that do not fall within the essential group. There has been a fast decrease in the manufacturing of fancy and luxury goods.

The textile plants here are a progressive group of establishments and saw the need of training programs when the labor market started to get tight. Our largest textile manufacturer (Burlington Mills Corp.) is the leader in this area in the matter of in-plant training. In addition to training, the textile plants have women on all jobs that women can perform. A sharp rise has been noted in female employment over the past year.

Hosiery

Women have at all times represented 50 percent of the total employment in hosiery plants in Alamance County. This percentage is rising monthly as women in increased numbers take over knitting machine operations and other jobs in hosiery plants, including the very hot job of boarding hosiery.

Section B. Demand for Labor Burlington, N.C. 7/43

I. Table 2. Schedule of Labor Demand

Firm	Critical shortages	Current demands	3 mos.	Nov. 1943
Fairchild Aircraft	x	309	1,078	2,141
Burlington Mills	None	0	0	0
Standard Hosiery	x	1	201	201
Taberdrey Mfg. Co.	x	--	--	--
White Furniture	x	--	--	116
Sellers Mfg. Co.	x	8	8	8
Va. Mills, Inc.	None	--	--	--
Glen Raven Cotton Mills	None	--	--	--
Travora Mfg. Co.	None	--	--	--
Total		318	1,287	2,466
Construction	None	--	--	--
Agriculture		--	500	1,000
Out Migration and military service replacements			3 mos. 594	6 mos. 1,000

II. Discussion of Demand

Fiarchild Aircraft presents the source of our largest demand. The plant is less than one-half staffed. Other plants here are not going to expand during the war so far as the various companies can tell, and replacements present the greatest problem. Women are being used to a large extent in all industries.

Even though the 48-hour week could be imposed on this area to provide more woskers, we would still need workers to fill the Fairchild jobs.

(a) Our labor supply is inadequate. We will have to go on a 48-hour week before 6 months has passed, and we will have to import workers. High skills in the aircraft plant will have to be filled by negotiated transfers.

(b) We are beginning a program to try to supply Fairchild Aircraft with skills that cannot be found on the clearance systems. Plans are being developed for transfers from other plans on a loan basis to help them over the hill.

Burlington N.C.

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Section C. Supply of Labor

I. Table 3. Local Labor Supply

	Current and 3 mos.		Within 6 mos.		Within 1 year	
	M	F	M	F	M	F
	April 1943		Oct. 1943		April 1944	
Total	870	971	774	851	675	677
Available	370	471	274	351	175	177
Unemployed registered	107	140	75	100	25	25
Unemployed unregistered	214	280	150	200	50	50
To be laid off	0	0	0	0	0	0
New entrants	49	51	49	51	100	102
Potential	500	500	500	500	500	500
Less essential occupations						
Manufacturing	425	425	425	425	425	425
Non-manufacturing	75	75	75	75	75	75
Women not customarily employed	0	0	0	0	0	0

II. Discussion of Labor Supply

Alamance has been, at all times, a county in which several members of the majority of family groups work. Studies of the textiles and hosiery plants show many husband and wife combinations working, and in a lot of cases children of these same families. This fact results in wide usage of our labor supply. ~~XXXX~~ This fact shows wide usage of women in industry in this [redacted] Hosiery and textile plants were in normal times staffed by men and women in almost equal numbers.

These facts leave few women to be put into the labor market. We persuaded two of the every day "bridge playing" element to take war-training courses to lead others into this field. None followed. We, through experience, think that most sources of female help in this county are at work who will work.

Young workers from the schools are quickly absorbed into industry.

I. Table 4. Relationship of Labor Demand and Supply

Item	6 mos.	12 mos.
Demand	4,466	3,000
Supply	1,625	1,352
Net labor demand	- 2,841	- 1,648

Fairchild Aircraft represents the source of the bulk of our demand for labor. Their working force will reach a total of 4,093 persons within 12 months. It is predicted that a 48-hour week will have to be worked in this company to provide these workers. A great number of skilled workers will be needed to supervise those trained for various jobs.

The total working force of textile plants has come down and will continue to decline for the duration. They can train workers, but persons to train are not plentiful.

Burlington, N. C.

2. Summary of Total Demand

Fairchild is to increase by 2,100 employees in October.

Withdrawals from the company in 3 months will be 594, and in 6 months 1,000.

Summary of Total Supply

There are no workers readily available in this area. All will have to be attracted by special effort.

Labor Supply & Demand

Durham, N.C. 7/43

I. Summary Statement of Adequacy of Local Labor Supply.

According to our report, we have a surplus of labor supply, consisting mainly of unskilled men and women, men in 4-F classification, women not customarily employed, and military wives of various classification.

II. Summary of Total Demand, Giving Volume and Timing (Includes Military Service Withdrawals)

We believe Durham could furnish unskilled and semi-skilled labor for a new war industry or two. Within the next year, a local war industry and other sources will need about 3,625 men and women. Twenty of these men and women will be hired a month until capacity is reached. Tobacco industries will have an increased demand for seasonal workers in August but that demand is easily met.

1. Stabilize employment in Durham proper to eliminate excessive labor turn-over, absenteeism, and piracy.

2. Systematize chanelling of a small portion of the labor supply to demand areas.

The Durham Gas Co. was hard hit - couldn't keep men to fire the furnaces, so had to resort to oil burners. (N.R. the trouble here. No details of age of men, salaries, etc.)

Stores are having difficulty in getting and keeping sales girls as they can go to the cigarette factories and get twice the pay.

There has been very little construction work here since the completion of Camp Butner. Most of the workers followed the Company to other jobs, or got other jobs in different places as they could. The U.S.E.S. helped in placing these men.

There are no very serious industrial problems in this area, unless it would be at the Erwin cotton mills. The general condition of absenteeism has improved due to various plans devised by employers. Turn-over is high in textile plants, probably resulting from fear of being "frozen" on the job for the duration. Even though there is a fairly adequate transportation system, transportation has contributed to both absenteeism and turn-over. In some instances, as high as 50 percent of the employees have to depend upon autos for getting to the job. Breakdowns, shortage of gas, sickness of drivers -- all contribute to the difficulty of maintaining regular work.

III. We boast of a well-organized Health Department, adequately manned; retail stores well distributed, that all sections have access to markets; and an expanded school system (for women and children) with a sufficient teaching force. Eating places are congested and hospitals are overcrowded.

Section I. Employment Service Activities -- Last 2 months.

During the 2 preceding months, there was a rush of new registrants to the office. Soldiers over 38 years old who were seeking release from the armed forces came in from Camp Butner. Wives of soldiers came in throngs seeking jobs. The order for workers in non-deferrable occupations to enter essential activities resulted in the registration of all types of men, from porters to highly skilled jewelers.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Restricted

ES27A Local Labor Market Report
Durham, N. C.
USES

6/19/43

Section A. Analysis of Labor Market Trends and Developments.

I. Table 1. Trend of Employment.

Dates	5/42	5/43	8/43	11/43	5/44
Total	9,065	11,102	11,559	11,345	11,717
Anticipated changes	xx	xx	+457	+243	+615
Firm or activity					
Wright's Automatic Machinery Co	494	948	1,030	1,050	1,500
National Munitions Corp.	xx	1,222	1,225	1,225	1,225
Textiles	4,170	4,304	4,338	4,338	4,338
Hosiery	1,778	1,950	1,961	1,961	1,961
Tobacco	2,383	2,428	2,740	2,506	2,428
Public Utility	249	250	265	265	265
Total (USES)270) -	9,065	11,102	11,559	11,345	11,717

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Durham, N.C.

II. Discussion of Employment Trends.

The Wright's Automatic Machinery Co. is the only industry in this area which has a decided upward trend. We believe their estimate of 1,500 is too high according to recent information. It probably should be around 1,200. The large increase in workers of a year ago is justified by the enlargement of plant facilities to meet war contracts and the upward trend fulfills the demand for greater war production. The large variation in employment in tobacco industries is due to seasonal work typical of the industry. Increases in other industries over a year ago are explained by the increase in demand as a result of the war activities.

No construction figures are given in this table because we have no expected projects for this year.

In the case of agriculture, the demands of labor will be met as it has in the past by the exchange of labor among themselves.

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 Durham, N. C. 12

III. Summary of Total Supply.

It appears that the Durham area has an enormous surplus of labor until the situation is analyzed. The supply immediately available consists of the registered unemployed, unregistered unemployed and new entrants into the market, totaling 3,783; a total of 1,399 women not customarily employed who could be brought into the market only under pressure.

This available supply is deceiving in that it consists of the "bottom of the pile" and is made up largely of people not eager for jobs or not readily employable.

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II. Discussion of Demand. Durham, N. C.

Wright's Automatic Machinery Co. anticipates employing 20 mechanic shop trainees each month. The V.E.W.P.T. classes at the Durham high school are geared to meet this demand. We can see no difficulty in getting trainees. The company is anxious to get as many men as possible, but women are being hired regularly. Ages range from 18 to 60 years for men and 18 to 45 for women.

The National Munitions Corp. hires unskilled white and Negro men and women. There is no difficulty in meeting their demands.

The textile industries do not expect an expansion, but anticipate replacements for men going into the armed forces. Boys, 16½ years old and up, and women are being trained by foremen on the job to take care of this demand. The only critical shortage is for weavers at the Erwin cotton mill. Management recognizes the fact that an unsatisfactory condition exists in the weaving room and is trying to find the difficulty. When this is straightened out (we believe) the shortage will disappear.

The hosiery industry will need replacements only for a few workers who may enter the armed forces.

The tobacco industry has seasonal demand for unskilled workers. These workers are largely Negro men and women and are among the surplus of labor which is hard to utilize in other industries.

Public utilities are replacing men bus drivers by women. Mature white women who are good auto drivers are being drawn into the labor market to fill these jobs.

Section B. Demand for Labor.

Durham

I. Table 2. Schedule of Labor Demand.

I	II	III	IV	V
Dates	Current Demands	Demands Within 3 mos.	Demands Within 6 mos.	Critical Shortages Classification and Number
	5/43	8/43	11/43	
Total	0	1,401	2,102	0
Firm or activity				
Wright's Automatic Mchny. Co.	0	82	102	
National Munitions Corp.	0	3	3	
Textiles	0	34	34	4-15-020(15)
Hosiery	0	11	11	
Tobacco	0	312	78	
Public Utility	0	15	15	
Total USES 270 demands	0	457	243	
Construction and Agriculture	-	-	-	-
Out-migration and military service replacements	xx	944	1,859	

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Section. C. Supply of Labor

Durham, N. C

I. Table 1. Local Labor Supply.

	Current		Within 6 mos.		Within 1 year	
	X	Y	X	Y	X	Y
Dates	5/43		11/43		5/44	
Total	1,439	3,743	1,875	4,043	1,875	4,043
Source						
Available						
(1) Unemployed Registered	693	1,281	693	1,281	693	1,281
Unemployed Unregistered	300	600	300	600	300	600
(2) To be laid off	-	-	125	0	125	0
(3) New entrants	-	-	311	300	311	300
Potential						
(4) Less essential						
Manufacturing	346	213	346	213	346	213
Non-manufacturing	100	250	100	250	100	250
(5) Women not customarily employed	xx	1,399	xx	1,399	xx	1,399

II. Discussion of Labor Supply.

Most of the unemployed registered are married women without skills who would be available in Durham only and elder or disabled men in 4-F draft classification who are able to do light unskilled work only. A large percentage of the Negro women are seasonal tobacco workers of all ages. In addition to women without skills, there is a changing labor supply of military wives who are from 16 to 35 years of age; many of these are highly trained and experienced workers. The figures on unemployed unregistered are based on a recent survey made by this office for a prospective war industry. Housewives constitute a major part of the women counted. They are of varying ages. Men come under the same classification as the unemployed registered.

The only anticipated lay-off in Durham is in construction work which is an estimated figure. Largely carpenters will be available for clearance. New entrants figures are accounted for in the large increase in population as a result of war activities. This consists largely of youths just entering the labor market and wives of soldiers. Potential workers from less essential manufacturing are few, due to the splendid working conditions and high wages in local plants. Those who are available are 18 to 60 years of age, both white and colored. In less essential trade and service establishments, large numbers of the men have already gone to higher salary jobs or have been drafted into service. Women in these establishments vary in age from 18 to 60. They are salespeople, office workers, skilled and semi-skilled laborers. Women not customarily employed consist of housewives, social leaders, club and civic workers of all ages, education and background. These could be brought into the labor market only by pressure.

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Durham, N. C.

Section D. Labor Demand: Supply Relationships.

I. Table 4. Relationship of Labor Demand and Supply.

Item	6 months	12 months
Supply	5,918	5,918
Demand	2,102	2,102
Difference	+ 3,816	+ 3,816

II. Discussion of Labor Demand. Supply RelatXonships.

The largest anticipated demand for labor is in the tobacco industry for seasonal workers, which will be taken care of by the unemployed registered and other seasonal tobacco workers in this area. The future demands at Wright's Automatic Machinery Co. are being met by training classes at the Durham high school. These workers are coming from new entrants into the labor market and from less essential industries. We predict a surplus of labor for Durham area, consisting largely of unskilled workers not available for work away from home -- except construction workers, who probably will be available for clearance.

Charlotte, N.C. 7/43

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Section B. Demand for Labor

1. Table 2. Demand for Labor

I Firm or Activity	II Current	III 3 mos.	IV 6 mos.	V Critical shortage
U. S. Rubber	485	685	685	157
Textile	59	125	125	x
Machine Shop Aircraft	6	11	11	X
Machine Shop	0	21	21	x
Trucking Co.	--	None	--	None
Bus transportation	3	32	32	None
Public Utilities	4	4	9	None
Communications	28	129	272	None
Paper Board Containers	60	75	100	x
Bakeries	0	4	16	None
Foundry	0	0	0	None
Quartermaster Corps	0	0	0	None
Asbestos	15	27	37	x
Absorbent cotton	None	None	None	None
Total	3,180	5,075	7,428	

II. Discussion of Demand

a. With the exception of the U. S. Rubber Company and the National Carbon Company, the industries in this community are at peak production. This figure of 660 persons which is the greatest demand will be about 1 percent of the total number of workers that are in this area (this is a correct figure).

b. In nearly all instances specifications have been lowered where women workers are accepted in majority of demand jobs. We have acute shortages of skilled people in most all industries. The supply of women in this area will not meet the needs. Non-whites are being used more extensively than ever before by employers in this area.

Total demands	660	1,115	1,308	
Construction	None	None	None	None
Agriculture	1,800	1,800	1,800	
Out-migration and military	720	2,160	4,320	

c. Recruitment possibilities: A large source of supply of women workers has been in the recruitment of teachers who will be out of work for the summer months. The U. S. Rubber Company has hired a large number of these girls. This office has been trying to recruit women who have never worked before, and girls coming out of school, with no work experience, for work in those industries where they will be trained on the job, namely, U. S. Rubber and Southern Bell Telephone & Telegraph Co.

d. Critical Shortages: A survey of our list of critical shortages will show outstanding need for experienced textile workers and machine shop workers. This shortage in the textile industry has been caused by much more enticing jobs coming open in so many other industries. The cause of the shortage in the machine shop industry is caused by some government orders being planned and these shops are being expanded and new ones being built. In order to alleviate these shortages, for the textile industry, we have endeavored to supply them with learners. For the machine shops, we have made full use of the VE~~WT~~ training classes at Tech High School.

Section C. Supply of Labor

I. Table 3. Local Labor Supply

Source	Current		6 mos.		Within 1 year	
	Male	Female	Male	Female	Male	Female
	5/1943		11/1943		5/1944	
Total	2,550	2,070	3,390	2,630	3,390	2,630
Available						
Unemployed registered	900	600	900	600	--	--
Unemployed unregistered	450	300	450	300	450	300
Potential						
Less essential	1,200	800	1,200	800	1,200	800
Women not customarily employed		370		370		370
To be laid off	--	--	--	--	--	--
New entrants	--	--	840	560	840	560

II. Discussion of Labor Supply

a. Source

1. Currently unemployed. This figure consists mainly of average women, 4-F men, and a small percentage of construction workers. We have no local construction work.

2. To be laid off. We anticipate no lay-offs in Service establishments, and less essential manufacturing. All less essential manufacturers who have had to curtail due to lack of material have secured government contracts in the past. There will be some fluctuation of workers due to the expiration of present contracts and securing of other contracts which will have very little influence on the labor market.

3. New entrants. This figure will consist mainly of young people coming into the labor market. This figure also reflects the appearance of workers from 16-18 years of age, since the labor laws have been eased. We have canvassed approximately all the women not locally employed, and out of more than 10,000 applications, we have secured 3,500 workers.

The opening of day care for children might lend aid in securing a few of these women but we feel that this percentage of women entering the labor market will be very small.

4. Less essentials. Less than 30 percent of service establishment workers have been transferred to essential industries. We anticipate an increase in demand for service establishment workers due to the fact that there are more people working with incomes to spend. The laundry industry in Charlotte has been drained to such an extent that it is difficult now to even secure laundry services, and it is steadily growing worse. We anticipate that within the next 6 months unless something is done by the WMC to ease the laundry situation, this industry will be desperate. The local laundries are making every effort to get the WMC to declare their workers are essential.

5. Women not customarily employed. Women not sustomarily employed in this area have been recruited to such an extent that the only ones left are over-age women, and women who have children or who for some other reason are unable to accept employment, e.g., inability to secure domestic servants.

b. General Characteristics

1a. We have approximately 60 percent men and 40 percent women in the labor market in this area. There is an acute shortage of all classes of Negro labor.

b. Most of these people are in the middle age or older group.

c. Skills in this group are practically non-existent.

2. To be laid off - none.

3. New entrants. These are mostly women in the high school and college graduate group, and older women who have never been employed and those persons in the entry occupation code group.

4. Less essential. This group includes mostly service establishement workers, laundry workers, etc. This includes both white and colored.

c. Not usable locally

1. Reasons: Of the class of people who are not usable locally the construction workers are predominant for the reason that construction work in this area has decidedly stopped. They could be used in other types of work, but they will not accept it. We are constantly referring them to clearance jobs such as construction work at Cherry Point and New River.

Section D. Labor Demand - Supply Relationship

I. Table 4. Relationship of Labor Demand and Supply

Item	6 mos.	12 mos.
Demand	2,220	2,892
Supply	6,020	6,080
	♦ 3,800	♦ 3,128

Labor Supply & Demand

Charlotte N.C. 7/43

The figures show an excess of workers in this area and should their qualifications meet the demands for locally needed skills, this office would be in pretty good shape. However, our labor demands are in one skill and our supply is either the unskilled group or in skills not now usable in our local industries. Also included in these figures are workers now in less essential industries, many of whom are in the hosiery industry making more wages than they are paid in other industries. We are continuing to withdraw heavily on other non-essential industries, but at the same time they have managed to replace their workers that we take as well as the new ones that are taken on in less essential industry who hesitate to transfer to other non-essential work. Our experience in recruiting in the past shows that many of the workers not totally unemployed will not accept referrals and will not be available for other types of work. We anticipate difficulty in filling our needs in the next six months due to the above reasons.

a. Shortages or surpluses anticipated: While this report shows a surplus of labor for this area, we also expect a shortage due to the fact that they fall into the surplus group that does not fill the need of the shortage group due to the skills involved.

b. Problems and recommendations as to future action: Our future recommendation will be based entirely on how well we can match our available labor with our shortage and how well we induce the employers to use what labor they have at hand instead of holding out for the class of worker they have hired in the past. This office does not anticipate having to go out of this area for recruitment.

There are a large number of women who have never worked before who have come into this area from other areas to accept employment with the U. S. Rubber Co.

c. There is some trouble with the construction group. When jobs are finished it is hard to get these workers into other jobs.

Elkton Md. 5/43

Source of Labor

Only a few workers are strictly local - most have been recruited from Md., Pa., Va., W. Va., N. C., andthe northern parts of Ky., and Tenn. These are for the most part inexperienced workers, but some have held jobs before.

Due to the almost wholesale lay off at the powder Co. in Radford, Va., the Elkton companies are replenishing their rolls with experienced powder workers - The recruitment of workers is done thru the USES and seems to be well handled.

Many are inexperienced and holding their first job - One plant has had as many as 200 from Cumberland, Md. who had worked in the Celanese plant there. One plant has a number of school teachers who for years have come here and worked thru the summer months - These teachers usually bring a number of high school students with them - A few teachers have quit their schools and taken jobs here -

Labor Supply & Demand

LABOR SUPPLY Memphis, Tenn. 8/43

Under the formulas worked out by the national WMC and USES, there is supposed to be a surplus labor supply in the Memphis area. However, the local officials of these organizations seemed doubtful whether all of the people who should be available, statistically, actually can be found and induced to take jobs. As yet, however, there is probably no great shortage of applicants. There are supposed to be about 11,000 women who are portentially a source of labor supply in Memphis, - according to the labor supply reports, but over 5000 of these are women "not customarily in the labor market."

Mr. Friedman, manager of the Employment Service, claimed that he already felt that it is a little difficult to recruit women. (Agent noticed a number of copies of W.B. Leaflets No. I on the counter in the Employment Service Office and the manager stated that he has several thousand copies of these.)

Mr. White of the WMC said that the turnover is high among women workers. He believes that this is due in part to the wage scales in a good many of the industries which have not increased to any marked extent.

Pooled interviews for workers to go to war projects beyond the immediate Memphis area have been recently,held, though ti is presumed that most of the workers recruited were men. Among the firms for whom interviews had been held recently according to Labor Market Survey for July were the Kaiser Shipyards, the J. A. Jones yards (in Brunswick, Ga. and Panama City, Florida - no information as to whether people recruited for both yards), and the projects at Clinton, Tennessee, which are still being constructed.

#29 C.S. Bath, Maine 4/43 Shipbldg Area

1. Labor Supply and Demand - U.S.E.S.

The over-all manpower mobilization problem seems to be the effectuation of a policy of full utilization of existing labor supply, especially of women, within commuting distance of Bath. Importation of Labor will be necessary to a limited extent. Curtailment of non-essential activity would not make an appreciable number of workers available.

Steps to Meet Labor Supply Problem:

No Area Labor Supply committee exists. The local U.S.E.S. office has received the cooperation of industry. Expanded training programs and increased employment of women have resulted from U.S.E.S. activities. Labor pirating has been reduced to a minimum, as most important employers have voluntarily agreed to the clearance of all new workers through the local U.S.E.S. office, stipulating that they will not hire employees of other war contractors.

Community Attitude to WMC and Agencies

The only agency of WMC that is well-known in the area is U.S.E.S. Apparently, good relations exist between this office and the community as a whole.

WMC so far is known only as the agency which provides considerable amounts of newspaper publicity describing the function of U.S.E.S., without arranging for the local U.S.E.S. office to have specific answers to the problems thus raised. The community attitude seems to be one of watchful waiting, at the moment. No particular resentment has been aroused, but clarification of many manpower problems is urgently desired.

Labor Supply and Demand.

1. Labor Supply ~~and Training~~: Norfolk, Va. 2/43

The biggest obstacles we have encountered in registering women for this war work have been (1) the shortage of nurseries to care for the children, and (2) the fear of women that if they accept war production jobs, or any job for that matter, their husbands who are now classified as 3-A in the draft will be reclassified and inducted very soon. (3) Another principal hindrance to referrals and placements is the number of navy wives in this area who cannot state definitely how long they will be here due to the transfer of their husbands from Norfolk to other training stations, in which case they follow their husbands or go back to their home towns.

1. Labor Supply - C. S. - Brunswick, Georgia 2/43

Local labor for the needs of the shipyard does not exist and the U.S.E.S. has a clearance order for 168 people a week to be sent in from offices all over Georgia. Thus far these orders have been filled each week.

1. Labor Supply - C. S. - Savannah, Georgia 5/43

The loss of male workers, either to the draft or to the war industries, especially to the shipyards which pay the highest wages, has been felt mostly by the non-essential industries or other essential industries that are not engaged definitely in war-work. Although the war industries do not admit that male white workers are being deferred in the draft to any extent, there is evidence that there may have been some deferment, at least up to the present time, and that war industries have not, therefore, had to draw on women workers to as large a degree as might be expected. (Of course a large number of the workers are probably married, with families, and would, therefore, not have been drafted.) Up until now, also, male Negro labor has been available because the Negro frequently does not pass the draft-requirements, due to illiteracy and physical defects. Since the Negro has been the south's big source of labor always, it is unfortunate that firms indicate great reluctance to use Negro workers in any but the heavy laboring jobs. Some firms mention that the Negro is not as reliable as the white worker, that he takes time off for "vacations," etc. Others mention the difficulty of using white and colored workers together in the south.

One person we interviewed while in Savannah, who was well informed about the southeastern section, its people and its living conditions, informed us that many of the white in-migrant workers, male and female, coming, as they did, from the southeast, especially from the rural or semi-rural sections of the southeast, presented problems which we must keep in mind. She said that they came from a distinctly underprivileged group, on the whole, that many of them had not had employment before, that many of them were ignorant and rather irresponsible, that they were used to sub-standard living conditions, and that many of them were below-par physically. She stated that the incidence of TB was particularly high among them. She also mentioned that many boys under 16 were concealing their ages and securing employment. She also spoke of a recent epidemic of mothers on inadequate relief (receiving inadequate A.B.C. grants-in-aid) who were requesting that the grants be stopped and that the children be put in institutions so that the mothers could go to work--and that this might be a solution of the problem of inadequate relief, temporarily.

Labor Supply and Demand.

Labor Supply: - C.S. - Charleston, S. C. 5/43

The Charleston area that is vitally affected by the war industries includes the city of Charleston proper, and the Cooper River District #4, North Charleston. Workers are supplied to Charleston from the whole county of Charleston, and some workers for this area commute from the 3 surrounding counties, within a radius of 40-60 miles. Although population has increased in all these areas, the great increase in population has been in Charleston County where most of the workers live. The population of Charleston County, census of 1940, was 120,000. Population for the county is now variously estimated at 200,000-240,000. The population is expected to reach 300,000 by March, 1944. Increase has been due largely to Army and Navy expansion (in war production), and to the expansion of a few other war industries.

The two shipbuilding yards here have been in Charleston Area for a good many years but have expanded tremendously since the defense program was started. The Charleston Navy Yard (shipbuilding and shiprepair) is now by far the largest single employer of labor in this area.

Charleston is open to some question, since Navy Yard and Training school now report great difficulty in finding local women-workers. We think that many of these women may have to be in-migrants (unless some patriotic appeal can arouse local women), and that many of them may be found in the families of the expected white male inmigrants.

The Civil Service now has crews in the field recruiting women outside Charleston for the Navy Yard.

Available Labor Force: - C.S. - Charleston, S. C. 5/43

When asked about the availability of women-workers in this area, Mr. Irvin of the Union said that, of course, the southern woman in this section had not been brought up to work and that it might not be easy to secure many women-workers from the native white group, although many of the wives of in-migrant male workers and of service men had shown a willingness to work. He felt, however, that no very sincere attempt had been made to secure women workers--until, perhaps very recently, now that plants are beginning to fear that Selective Service "means business." He said that there had been a great many women, and Negroes, in the beginning of the defense period who had been patriotically aroused to work but that they had been discouraged when, after being trained in Voc. school, they were turned away from the plants, and that, as a result of this and of the common knowledge "that the Navy Yard has so many workers it can't keep them busy," women are not convinced that their services are really needed.

Just before agents visited Charleston, all essential industries had requested of W.M.C. office in Atlanta a temporary Blanket Deferment for all workers in Charleston essential industries. This request was for 60-days' deferment, and was said to be due to labor shortage. W.M.C. in Atlanta gives us the result: There was a blanket order given only for the Charleston Navy Yard so that it may have 60 days, with no draft calls, within which to prepare its Replacement Schedule.

June 14: Saw Dr. Derrick, W.M.C. for Charleston, in Atlanta. In speaking of the above, he says Navy Yard now really expects to lose many men in July, and is looking for women.

Labor supply and demand

Mobile Community Survey

Labor supply and demand: Mobile, Ala. 2/43

The solution of many problems of this kind is especially desirable since a number of factors appear to indicate, that, as War Manpower Commission officials have stated, a great many more women will need to be employed in the Mobile vicinity. For one thing, considerable expansion in the war

Undoubtedly many people have come to Mobile "on their own" to seek work. Others have been recruited by government agencies, employers, or labor unions. People are reported to have come from a great variety of places in many states. Many, and this was said to be true of a good many of the young women now working in Mobile, are said to have come from small farms throughout the rural South. Large numbers of men, often with other members of their families, are reported to have come from many cities in the Middle West, such as Cincinnati, Indianapolis, St. Louis, and Peoria, to name only a few. Probably no one knows from where a good many of the people came.

A number of the people interviewed in Mobile, especially representatives of social and welfare agencies, talked about the inexperience of many of the young men and women who have come into Mobile, sometimes through Brookley Field of the NYA, and sometimes "on their own." Many are said to have come from very poor families living on small farms. It is said that many, when they arrive, are unaccustomed to modern conveniences and unfamiliar with modern social usages or with "city ways." Some come without money and must be helped until they get their first pay checks. Naturally many are very appreciative of the opportunity to receive training, get jobs, and earn their first real wages.

"They come from little towns all over the South, industrious boys and girls, NYA workers, teen-age warriors, swarming into Mobile in a modern children's crusade. To them, Mobile means the big city, bright lights, their first job, their own pay check, the exciting part they are playing to help win the war" (Mobile "Press Register," Feb. 21, 1943).

Wichita, Kansas 2/43

C. Labor Market (Cont'd):

(2) Recent Developments in the Labor Market

On February 1, the employment picture in Wichita changed completely. All hiring ceased at the Boeing Airplane Company due to the delay in the delivery of parts manufactured elsewhere. A lay-off involving several thousand workers was predicted. The Boeing Employment Office, located on the second floor of the U.S.E.S. building, changed from a bee hive of activity to a silent deserted place. During January they had been hiring 1000 or more workers per week. It was estimated that hiring would not be resumed for at least six weeks. The proposed lay-off at Boeing apparently will not be as drastic as first reports indicated. The Company later decided to give some of the new employees additional training at the VEND school, rather than to terminate such large numbers who would be needed later. However, a weeding-out process is taking place. Expansion was too rapid to permit careful selection, resulting in some undesirable and inefficient workers which will now be eliminated.

Little hiring, other than for replacements, is being done by any of the major aircraft plants at present.

By the middle of February labor demands at the U.S.E.S. showed a marked decrease. The manager did not anticipate much difficulty in filling orders except for a few highly skilled jobs. In-migration of workers has slowed down very definitely within the last few months.

(3) Labor Shortage

It is evident that the labor shortage in Wichita is not as acute as earlier reports had indicated. Labor needs in the large plants have been greatly over estimated by the operating companies. It was reported that the estimated labor needs were as much as 25,000 above the actual labor needs.

None of the large plants have hired as many workers, up to date, as they had anticipated and it is doubtful if any will ever reach the maximum number predicted at peak employment. Practically all hiring schedules have been revised downward. Just how many additional workers will be needed before plants reach the peak cannot easily be determined but an effort is being made by the W.M.C. to force management to make more careful estimates of labor needs.

It is not likely that more than 5,000 or 6,000 will be needed in the next six months.

Oklahoma city, Okla. 4/43

B. Labor Supply.

Even if all local labor, including women and negroes, is utilized, the W.M.C. estimates that in-migration of labor will be necessary. Peak employment will not be reached until the end of 1943.

Negroes are employed at O.C.A.D. but, at time of visit, Douglas Aircraft had hired no negroes on production and few in service jobs. They were planning to place negroes in paid training courses within a week or two. Many of the negro workers have left Oklahoma City to go to the ship yards. The negro population is approximately 20,000.

(b) Labor Demand - Tulsa, Okla 4/43

At present there is comparatively little expansion taking place in the war factories. Spartan Aircraft expect to reach the maximum number for a two shift program by April 15. If contracts are large enough to justify running three shifts an additional 1,000 may be needed. Spartan is manufacturing aircraft parts for assembly plants.

Douglas Aircraft is now hiring only for replacement purposes, due to the slow movement of parts manufactured elsewhere. This shortage has greatly retarded their production and hiring schedules. Hiring for expansion will not begin for two or three months and peak will not be reached until the end of the year. Douglas has found that a smaller number of employees will be needed than was originally estimated because women's productivity is much greater than the company had anticipated. This fact will also lower the percentage of women hired.

Expansion at the Oklahoma Ordnance depends on the T. N. T. plant not entirely completed. The production of T. N. T. here may be restricted to such an extent that few additional employees will be needed. The Dupont Company operating the Oklahoma Ordnance (Smokeless Powder and T. N. T. plants) are hiring only for replacement at present, but turnover is high now due to the large number of farmers in their employ. The Smokeless Powder Plant will increase little, if any, in total employment, but the percentage of women will increase within a short time. A survey of jobs was in process to determine the number of jobs that could be filled with women. Percentage of women may run between 40 and 50%, but company officials were unwilling to make a definite statement until the survey was completed.

The Morris Manufacturing Company may need 100 or more additional workers, depending on contracts received.

Part Time Workers.

Communities Listed:

Tampa, Fla. 7/43
Erie & Niagara Counties - Buffalo, N.Y. 7/43
Durham, N.C. 7/43
Charlotte, N.C. 7/43
Wichita, Kansas 2/43

Part Time Employment.

Tampa, Fla. 7/43.

Part-Time Employment

Some crews of part-time workers, all men, were employed by the Tampa Marine Co., (the small shipbuilding co.) in May, 1943. These men are said to be primarily teachers, clerical workers, salesmen, office managers, etc. Two shifts were established: 4:30 to 8:30 P.M. and 8:30 P.M. to 12:30 A.M. It was reported that teachers and salesmen generally have been working on the first shift so as to leave the later shift for others who cannot get away from their regular jobs in time to work on the first shift. They are said to be working as electricians' and shipfitters' helpers at 66¢ per hr.

According to the Labor Market Report, the Employment Service has a file of 100 other men "lined up" for part-time work when other employers in the community are ready to use them.

Erie & Niagara Counties - Buffalo, N.Y. 7/43

Part Time

When salewomen from the stores went to defense plants they were replaced by housewives who were able to work in the stores by a change of hours for the stores from 9:45 to 5:45. Fortunately these hours were also favorable to traffic control when that became necessary. Industry can use few part time workers advantageously. They can do so on die making and stamping where the operation is complete in one step. Bell Aircraft has a Victory shift of 3 day a week people who work 8 hrs a day, about 500, and they consider it stisfactory. A few white collar people went in for factory work after hours but labor has opposed it finally because the workers did not get the time and a half that they would have if they worked all the hours in one plant.

Durham, N.C. 7/43

Service industries have not taken part-time workers yet, but since last year have given up less essential services and become more stream-lined. The U.S.E.S. has not given the service industries much help, as they have given priorities to defense plants.

Stores have not taken part-time workers yet, but may start this plan later.

Part Time

Stores have had very good response to their very recent requests for part-time workers. "Using part-time workers has been a life saver". But it was not thought that the use of part-time workers in stores was very general.

Wichita, Kansas 7/43

Part-Time

Many of the high school and practically all of the college students are doing part-time work. Some few are working in the war plants-stock and warehouse, operating the rolling cafeterias at Boeing, etc. Other students are working in stores and restaurants.

M VR
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Suggested Program for State of Community Study and Action Group
on
WAR AND POSTWAR PROBLEMS OF WOMEN WORKERS

I. General statement of economic factors which will enter the picture.

II. Problems to be Met

A. Dislocation of millions of women workers due to demobilization of war industries and the armed forces.

B. Dangers of discrimination again women.

C. Women's lack of employment priorities and equal seniority with men.

D. Unemployment insurance difficulties for women.

E. Lack of opportunity for women with new skills.

F. Women's reluctance to return to pre-war substandard occupations.

G. Difficulties of special groups (married, older, Negro women, etc.)

H. Wartime relaxation of standards.

III. Policies to be Considered

A. Non-legislative policies

1. Consideration of women workers in all postwar planning.
2. Development of adequate employment service facilities for placement and counseling for women.
3. Policies in administration of unemployment compensation.
4. Policies for particular industries or occupations (as services and consumer goods industries)
5. Policies for particular groups of women (married, older, Negro, etc)
6. Development of opportunities for use of women's new skills.
7. Maintenance of present training opportunities and development of essential retraining for women.
8. Wage standards -- administrative policies.
9. Policies and procedures for consideration where lay-offs are necessary.

B. Legislative Policies

1. Restoration of State and Federal labor law standards.
2. Extension of labor legislation to uncovered occupations.
3. Extension of social security measures to exempted groups.
4. A public works program to include women.

IV. Statement As To Need For Full Employment.

A brief statement from some qualified persons outside of the Conference which will focus attention on economic factors which contribute to a high level of employment.

V. Methods -- for carrying forward the policies agreed on.

(Some of these methods would be applicable at National and local levels.)

A. National Level

1. Continued cooperation between Women's Bureau and Women's Organizations.
   a. Reciprocal information activities.
   b. Further development of necessary policies and procedures.
2. Cooperation between national headquarters of women's organizations and their local branches re program developed by Conference.

B. Regional Level

1. Setting up of Regional Conferences of Women's Organizations represented at Washington Conference together with representatives of other women's organizations active in the area for purposes of cooperation and education. To follow the general outline of the Washington Conference to be sponsored by Women's Bureau and key women's organizations.

C. Local Level

1. Stimulus to study and understand needs and facilities for women workers in the particular community.
   e. g. - Basic industries and their needs for women workers (see 3 below); women seeking jobs and facilities of employment agencies for counseling and placing (see 4 below).

2. Plans for women members who are well informed and active as to the interests and needs of women workers in the community to be included in all local planning groups.

3. Plans for committee representing employers, the local employment service, and women workers to explore the local situation and the needs of women workers, and specifically their employment opportunities and placement. (This should not be done until some knowledge of needs under 1 is attained.)

4. Consider efforts to be undertaken by women's organizations for competent activities to supplement the employment service counseling facilities where these are inadequate.
5. Plans for committees of employer and worker groups to consider problems and plan methods for developing standards for women's work in local service industries.
6. Similar activities for household employees.
7. Other problems found and helps to their solution.

D. Appointment of follow-up committees to present conference and further program.

Miss Robinson

Newly prepared following the points in the Blueprint, as a suggestion for Syracuse. + Copy sent R7 m.-

MEP
Mar 3-
1945

CERTAIN SUGGESTED COMMUNITY ACTIVITIES RELATED TO THE POINTS LISTED IN THE RECONVERSION BLUEPRINT FOR WOMEN

A. Studying Women's Postwar Prospects and Working for Solution of Their Employment Policies.

1. Collect information locally, through personal contact, following local news notices and so forth, as to job changes expected.

2. Find out what procedures are being followed in local plants where lay-offs are necessary, and whether women are given fair showing.

3. Note the extent to which local employment services have adequate facilities to handle the needs of all comers; see what the specific local needs are; work toward reestablishing advisory committees to the local employment services.

4. Note the extent to which local counseling, training, and retraining facilities are open to women, see what the needs are, and support funds to develop needed facilities.

5. Become familiar with conditions in the local woman employing industries (particularly service industries) and work for their improvement where needed.

6. Cooperate with local unions in raising standards through collective bargaining.

7. Support appropriations for returning demobilized women workers to their former homes or to new areas of employment opportunity.

8. and 9. See that women are included in local postwar planning bodies.

B. Building Progressive Labor Standards Through Legislation.

1. Work for restoration of labor law standards where suspended during the war.

2. Work for improvement of legal labor standards.

3. Work for removal from unemployment insurance of inequities in law and administrative rules that tend to deny benefits to women.

4. Work for effective administration of labor laws.

5. Develop policies, fitted to local needs, designed to raise standards in major woman employing fields, and to develop good employment policies for various types, skills, and status of women.

MEP
2/45

February 1946

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

THE ECONOMIC RESPONSIBILITIES OF EMPLOYED MARRIED WOMEN 1/ AS SHOWN BY A WOMEN'S BUREAU STUDY OF WOMEN WAR WORKERS AND THEIR POSTWAR EMPLOYMENT PLANS

(The Women's Bureau study based on home interviews in 1944 and the early spring of 1945 with over 13,000 women employed in all types of industry (except household employment) in 10 war congested areas, showed that married women formed 44 percent of the employed women during the war period and over one-half (57 percent) of these women planned to continue working in peacetime.)

The reason given by each woman for continuing to work was -

Of every 100 married women -
- 57 to support themselves and in many cases others
- 21 for some special economic reason, as to buy a home, pay off debts, educate children
- 22 only because they like working or like being independent

The economic family responsibilities of the married women who planned to keeping on working.

Of every 100 women who planned to continue -
- 91 lived with their families
- 9 lived apart

Of every 100 who lived with their families -
- 12 were the sole support of the family group
- 58 were 1 of 2 wage earners contributing regularly to household expenses
- 21 were 1 of 3 or more wage earners contributing regularly to household expenses
- 9 only made no regular contribution to the household

Of every 100 women who lived with their families -
- 56 contributed regularly to the household all their take-home earnings
- 17 contributed regularly one-half or more, but not all
- 18 contributed regularly less than one-half
- 9 made no regular contributions toward family support.

OF EVERY 100 MARRIED WOMEN WHO LIVED WITH THEIR FAMILIES AND PLANNED TO CONTINUE IN THE POSTWAR LABOR MARKET, 91 CONTRIBUTED REGULARLY TO FAMILY EXPENSES. SEVENTY-NINE PERCENT OF THE TOTAL MONEY IN THE PAY ENVELOPES OF ALL THESE MARRIED WOMEN, WHO CONTRIBUTED, WAS ALLOCATED EACH PAY DAY TO HOUSEHOLD EXPENSES.

OF EVERY 100 MARRIED WOMEN WHO LIVED APART FROM THEIR FAMILIES PRACTICALLY ALL WERE DEPENDENT ON THEIR OWN RESOURCES FOR SELF SUPPORT.

1/ Women who were separated from their husbands whether because the husband was in services or for other reasons were counted as married. Widowed and divorced women are not included in this group.

February 194[illegible]

U. S. Department of Labor
WOMEN'S BUREAU
Washington

THE ECONOMIC RESPONSIBILITIES OF EMPLOYED WIDOWED OR DIVORCED WOMEN 1/ AS SHOWN BY A WOMEN'S BUREAU STUDY OF WOMEN WAR WORKERS AND THEIR POSTWAR EMPLOYMENT PLANS

(The Women's Bureau study based on home interviews in 1944 and the early spring of 1945 with over 13,000 women employed in all types of industry (except household employment) in 10 war congested areas, showed that the widowed and divorced women formed 12 percent of the women employed during wartime and 94 percent of these women planned to continue working in peacetime.)

The reason given by each woman for continuing to work was -

Of every 100 widowed, divorced women -
- 98 to support themselves and in many cases others
- 1 for some special economic reasons, as to pay off debts, educate children
- 1 only because she liked working, liked being independent

The economic family responsibilities of the widowed or divorced women who planned to keep on working:

Of every 100 women who planned to continue -
- 70 lived with their families
- 30 lived apart

Of every 100 women who lived with their families -
- 35 were the sole support of the family group
- 39 were 1 of 2 wage earners contributing regularly to household expenses
- 23 were 1 of 3 or more wage earners contributing regularly to household expenses
- 3 made no regular contributions to the household

Of every 100 who lived with their families -
- 45 contributed regularly to the household all their take-home earnings
- 21 contributed regularly one-half or more, but not all
- 31 contributed regularly less than one-half
- 3 made no regular contributions toward family support.

OF EVERY 100 WIDOWED OR DIVORCED WOMEN WHO LIVED WITH THEIR FAMILIES AND PLANNED TO CONTINUE IN THE POSTWAR LABOR MARKET, 97 CONTRIBUTED REGULARLY TO FAMILY EXPENSES. SEVENTY-ONE PERCENT OF THE TOTAL MONEY IN THE PAY ENVELOPES OF ALL THESE WIDOWED OR DIVORCED WOMEN, WHO CONTRIBUTED, WAS ALLOCATED EACH PAY DAY TO HOUSEHOLD EXPENSES.

OF EVERY 100 WIDOWED, DIVORCED WOMEN WHO LIVED APART FROM THEIR FAMILIES PRACTICALLY ALL WERE DEPENDENT ON THEIR OWN RESOURCES FOR SELF SUPPORT.

1/ Women who were separated from their husbands whether because the husband was in services or for other reasons were counted as married. Widowed and divorced women were not included in this group.

(WB 46-178)

U. S. Department of Labor
WOMEN'S BUREAU
Washington

File in
Postwar Studies
& Women's Bur

NOTE -

The two projects for which the attached schedule was planned will be carried on by a single group of field interviewers.

All women selected for home visits for the Optimum-Hour study will at the same time be interviewed for the Post-War study.

An additional number of women will be interviewed for the Post-War study only. For this group, only Pages 1, 2, and 3 of the schedule will be used, with the following exceptions:

1. In left-hand box, on top of page 1, only the first 5 items will be covered.
2. On page 3, Question 22 will be omitted.

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Leave blank

Post War and Optimum Hour Study

Plant 1_____ 2_____ Other - check: [-] [+]

City_____ _____
Plant_____ _____
Product_____ _____
Department_____ _____
Job_____ _____
Hours_____ _____
Method of pay_____ _____
E.C.D. and left_____ _____
Pl._____ _____
Job_____ _____

Employee Interview

1. Name _____ 2. Address _____

Personal Data (Circle appropriate item)

Code (disregard):	1	2	3	4	5	6	7	8	9	X
3. Race	W	N	O							NR
4. Age	14-17	18-19	20-24	25-29	30-34	35-39	40-44	45-49	50 & over	NR
5. M. S.	Single	M.P.S.	M.P.N.S.	M.A.S.	M.A.N.S.	W.D.				NR
6. Total time in this job	Less 3 mos.	3 U 6 mos.	6 mos. U 1 year	1 U 2 years	2 U 3 years	3 U 5 years	5 U 10 years	10 U 25yrs	25yrs. & over	NR
7. Usually gainfully employed:	Yes	No	Industry_____ Job_____							NR
8. Total time worked	Less 3 mos.	3 U 6 mos.	6 mos. U 1 year	1 U 2 years	2 U 3 years	3 U 5 years	5 U 10 years	10 U 25yrs	25yrs. & over	NR
9. Status month before P. H.	Emp.	Public Emerg.	Seeking	H.H.	School	Other				NR

10. If employed month before Pearl Harbor: Industry_____ Job_____

Code (disregard):	01	02	03	04	05	06	07	08	09	10	11	12	13	XX
11. Schooling	G6	G6	G7	G8	H1	H2	H3	H4	C1	C2	C3	C4	C5 & over	NR

Comments:

Agent_____
Date_____

Post War Study Only

12. [redacted] do you expect to:

a. Stop work (check only one)		b. Continue indefinitely (check one or more)	
1. [redacted] Immediately at end of war	____	5. Need support self	____
		other(s)	____
2. When earner(s) return from service	____	6. Money for special purpose(s)	____
3. When war job ends	____	7. Like employment	____
4. Other (explain)	____	8. Like having own money	____
		9. Other (explain)	____

13. Do you want: Same occupation if possible? (1) Yes_____ (2) No_____

14. Occupation desired, if other: _____

15. Reason for wanting occupation change: _____

Migration

16. Residence before Pearl Harbor (a) State _____ (b) Community _____
Farm: (1) Yes _____ (2) No _____

(c) Did any of immediate family remain in former community? (1) Yes _____ (2) No _____

17. Residence planned after war: (1) No change _____ (2) Return previous _____
Other place _____ State _____ Community _____

Earnings and Contributions

18. Earnings and contributions of worker	Amount	Period	(For office use) Amount	Percent
Take home earnings				
Regular contribution to household				
Regular contributions to others (outside of household)				

Special contributions made by worker in last six months to other family persons outside of the household. Explain: _____

Post War and Optimum Hour

19. Worker living in family household _____: Apart (1) Board and room _____
(2) Other (explain) _____

_____ _____

_____

20. Family household (exclude lodgers, servants)

Members 14 years and over: Member (relationship to worker)	Number of members	Number of earners	Number of earners contributing to household
Total number:			
Worker			

21.

Children in household (Under 16 years) Age	Total	Own
Under 2 yrs.		
2 - 5 years		
6 - 9 years		
10 - 13 years		
14 - 15 years (Entered in 20 also)		

22. Describe any difference in household during 1st period (for hour study only):

_____

_____

_____

_____

23. List relationship to worker of service persons contributing regularly:

_____

_____

_____

24. Other sources of income: _____

_____

_____

_____

_____

Optimum Hours Only

	1st	2nd
25. Hour rise		
Hour depart		
Transit time - Total		
Hour reach home		
Hour retire		
26. Usual method of transportation		

Home Demands

	1st	2nd
27. Home duties (check one or more)		
Inapplicable - boarding		
None		
All or major part of the work		
Not all:		
General responsibility		
Cooking		
Marketing		
Cleaning		
Laundry		
Care of children - explain		
Other		

28. Was it easier to meet home demands under 1st _____ or 2nd _____ schedule?

29. Free Time: How much and how spent:
1st period: _____
_____
2nd period: _____
_____

30. ~~What effect do longer~~ hours have on your other activities - home duties, leisure?
_____
_____
_____
_____

Work Hours

31. _____

Period	Begin	End	Days per week	Lunch period	Daily	Weekly	Rest periods Number and length
Hours: 1st. period							
2nd. period							

To what extent do you work over your scheduled hours:
1st. period _____
2nd. period _____

32. If change in shifts, within each period, note. If rotate, comment on effect.
_____
_____
_____

33. Rest periods: What use do you make of your rest periods? _____
_____
Is food available? _____

Troduction

34. Pace: Do you try to turn out a definite amount - daily Yes___ No___ - weekly Yes_____ No_____

35. How do you determine this amount? _____

36. Did you set the same stint in each period? Yes _____ No_____
If not, what was difference: _____

37. Was it easier to make your hourly stint in 1st period_____ 2nd period_____?
Comment: _____

38. During which period did you work most efficiently? 1st_____ 2nd_____

39. (1) Were you noticeably more tired during 1st_____ 2nd_____

(2) Comment as to day of week and hour of day. _____

40. How did your physical fitness compare during the two periods, (minor ailments not causing lost time as - headaches, common colds, pains in back or leg, indigestion, eye trouble, etc.) _____

41. **Absences**

1st. period				2nd period				
Date	Day of week	No. of days	Reasons (code)	Date	Day of week	No. of days	Reasons (code)	Reasons (code)
								1. Personal illness due to plant accident
								2. Illness due to other causes.
								3. Family illness
								4. Home duties
								5. Transportation
								6. Visiting service relatives
								7. Personal business (shopping, dentist etc.)
								8. Vacation
								9. Other
								X. No report

42. Attitude toward job: _____

43. Reason for leaving job: Plant job _____ Other job _____

44. Special worries and problems during - 1st period: _____

2nd period: _____

45. Discuss length of work day and week that would be most suitable for you.
Have you ever worked this schedule: Yes _____ No _____

COMMENTS FROM INTERVIEWS ON
WHY WOMEN ARE GOING TO CONTINUE WORK,
POST-WAR STUDIES

Seattle, Tacoma, Washington

(2) In order that combined earnings will enable worker and husband to save enough so that husband may quit work and devote his entire time to graduate study for a Ph. D. degree after the war. If money saved is insufficient, worker will continue to work full or part time after the war, depending on their financial status and living expenses.

Will work for awhile in the post-war period after her marriage to Service man, so they can save some money and get a "good start."

(5) "I think women of my age (50 and over) are much better off working. It occupies our minds."

(1) To be able to buy a new home, and to send son through college.

(4) Combined incomes will help worker and husband eventually purchase their own home.

Worker started to work for first time in her life one year ago. She is ship-fitter's helper at Todd's Shipyard. "Love it and enjoy every minute of it." Also says she is "spoiled, and will never want to stop working, even when the war ends."

Mobile, Alabama

Needs to support self and others.

"I'm used to working. It would be tiresome just sitting around the house."

San Francisco, California

Worker plans to marry and will continue to work so that she and husband can buy home and furniture.

Will work as long as they are restricted to living in a furnished or small apartment, neither of which yields enough work to keep worker occupied at home. "Having little to do bores me." However, should husband and worker eventually have a house of their own with plenty to do, worker would be glad to stay home. Is a presser in a laundry at present.

Even though she plans to marry at the war's conclusion, worker will continue working at least one year to enable them to save some money and "get a good start."

(3) Will work for "awhile" after the war, in order to enable husband to "adjust himself and take his time about finding the right and suitable job."

Worker showed real pride and sense of achievement in her experience as a worker for the first time in her life. She has been a press operator in a dry cleaning establishment for a year and three months. Never having worked before, she was afraid, but after starting she liked it, and the management seems pleased, she added shyly. (She is obviously a conscientious and modest woman.) Through the combined efforts of herself and husband, they paid over $1,000 income taxes this year, and have bought approximately ten bonds. Both anticipate the end of the war when they can return to Iowa and be joined by their two sons and two sons-in-law, all in Service. "Maybe my husband will go in business; if so, I will help him."

Dayton, Ohio

Worker likes job very much and would like to continue for some time, even after husband returns from Service. Stenographer at Mutual Home Savings.

Typist and general clerk, Patterson Field. Worker wishes to continue indefinitely, and wants to use her stenography, too. At present, she is only typing. This is her only criticism of the job; otherwise, likes it and wants to continue.

Bench work - Repair in Supply Division - Fairfield Air Service Command. Worker wants to continue, in present work, because her family is grown and "there isn't any reason why she should quit."

Statistical clerk. Will work until she marries her soldier-fiance, but doesn't know when she will marry - or if she will continue to work after marriage.

a copy for Mrs. Stein

Comments of Women Workers (metropolitan city in middle west - vital war production center - Spring 1944) Interviewed by U. S. Women's Bureau Agents, in Regard to Post War Jobs.

Has worked 1-2 years at wrapping parts for tanks. Age group 20-24. Wants to be a waitress, as a waitress job does not make her feel tired out. Formerly was a laundress and hospital aide.

Operates milling machine in gun plant. Age group 45-49. Wants to return to operating power machine in automobile manufacture as it is lighter work. Will be glad when company returns to automobile work because "now you've got to go every day and it's hard to keep up housework and work every day in the week. It used to be we'd have 2 days off a week, and lots of times when we came in there wasn't anything much to do and after a little while we could punch our cards and go home. This way there's never any time off unless you take it."

Operates turning lathe in spark plug plant. Age group 30-34. Wants store or sales work. Would like factory work because it pays more but unless she can find a job there with 40 hours or less a week, she will have to take store or sales work. This is so she can be with her children who are still very young (5 children under 13, 3 under 5 years.)

Operates drill press in aircraft parts plant. Age group 35-39. Has husband and daughter. Shares expenses of home. Will continue work if the company needs her, but will gladly relinquish her job to a returned serviceman. She has been employed by this company for 16 years with exception of leaves amounting to about a year and a half. She found 10-hour day very tiring. When she first started to work, got 28 cents an hour. She talked at length about improved working conditions through the years. She finds present conditions "paradise" compared to the"early days" when "we jumped from one car to the other all day without even a rest period," and when everyone was afraid to stop work for a minute lest they be fired.

Is desk checker in ball bearings plant. Age group 40-44. Single. "Usual job" was beauty parlor operator but will take any job that gives the most money as she is the sole support of blind father and family.

Builds noses for airplanes. Age group 25-29. Wants to be a beauty shop operator so she can have more time with her child. After the war she thinks it may be hard to get factory work and she must work because she has a child to support. Therefore, it seems that beauty shop work is more certain and secure for her.

Is riveter on airplane wings. Age group 40-44. Wants to return to former job of sewing leather in automobile plant (power machine) as she did this work for many years and likes the work better. Also thinks it better for a woman than riveting.

Is drilling and riveting on subassembly work in airplane parts plant. Age group 35-39. Wants to return to former work of sewing machine operator in clothing factory, as would prefer work "more in women's line." Considers present work a man's job. Will only work after the war if absolutely necessary for economic reasons.

Is checker in laundry. Age group 25-29. Used to be a wrapper and sorter in shirt factory. Wants a factory job that pays more than laundry job where she gets $16 a week (and pays $10 for board and room).

Is in bomber plant, rigger on cables. Age group 40-44. Former work was manager and owner of apartment building. She enjoys present job but leaves no time for housework. When war job ends, will re-open apartment building which she and husband are buying and will operate it as she did before the war.

Inspector and assembly worker on airplane wings. Age group 20-24. Single. Former job was on assembly in wire department in automobile plant. Wants to have her own confectionery, if she had the money to invest in such a store. Otherwise will do office or factory work.

Is riveter in airplane plant. Age group 20-24. Single. Former job in cutting room for parachutes. Wants to take laboratory technician course in nearby university (is saving money as much as possible toward this at present).

Inspector in airplane parts factory. Age group 30-34. Used to own and run gas station. When war job ends will return to small town in northern part of state where she owns home and service station and when gasoline situation improves will open servicestation again.

Is waitress in luncheonette. Age group 30-34. Single. Wants hospital work as she had one year's nurse's training and liked it.

Chambermaid in hotel. Divorced. Age group 35-39. Is saving her money to buy chicken farm eventually. (Would be working in war plant if she had a birth certificate.)

Cleans out small parts in airplane parts plant. Age group 25-29. Wants to own beauty shop as she is a trained beauty shop operator.

Inspector in airplane parts plant. Age group 20-24. Single. Wants to continue on present job as long as it lasts to earn money for college. Wants to go into some kind of work concerned with chemistry, and laboratory technician in hospital but perhaps something related (once worked a few months in hospital laundry). Is attending college part time. Considers present job which pays very well merely a means by which to make money to pay for college education.

Inspector in tank factory. Age group 25-29. Her trade is beautician and wishes to return to beauty shop but just now there is more money in war work.

Secretary in armaments plant. Age group 20-24. Single. Used to be secretary in law firm. Wants to teach English - is now attending college at night.

Inspector in aircraft plant. Age group 20-24. Single. Used to be packer in potato chip factory. Wants to be in nurse's job.

Is dynomometer engineer in airplane plant. Age group 25-29. Formerly taught. Wants to go to college to study journalism, and eventually find a job in that field.

Tool maker in aircraft parts plant. Age group 20-24. Single. Wants to teach school, and will return to college to complete her training for teacher credentials.

Plating inspector in airplane parts plant. Age group 40-44. Formerly was cashier in roller skating rink. Wants to be a post office clerk when war is over. Her husband says factory work is OK during the war but not for permanent employment.

Operates milling machine in aircraft plant. Age group 25-29. Single. Wants to go back to be sewing machine operator in dress factory as she's done that for a long time, and besides men will never take that job away from her and she isn't sure of her present job. "The boys when they come back will take it."

Welder in aircraft plant. Age group 20-24. Single. Used to be presser in dry cleaning plant. Wants to return to the cleaning business as soon as war ends, because salary is so much better. It is steady work, and she likes the work.

Buffer in shell plant. Age group 45-49. Widow. Wants to return to her old work as baker in a cafeteria, but will work at higher paid job as long as possible since she is trying to pay off a mortgage on the house.

Filing on punch press machine, burring, in gun and tank plant. Age group 40-44. Wants to do matron work or possibly cooking in schools, hospitals or real homes. The factory is too hard on her nerves. She is doing this work now to help the war, otherwise she would have left.

Assembles engine baffles. Age group, 35-39, Wants to go back to sewing as that's her trade and what she's interested in. Will probably do so at end of the war.

Works on pocket line in aircraft parts plant. Age group 30-34. Formerly was a dancer, a waitress, and did maid work. Wants to return to dancing as that is her only ambition. She liked waitress work very much, too.

Was maid in retail department store, now unemployed. Age group 35-39. Wants to do domestic cleaning in private homes as she can arrange own hours when she works privately and can run her own home more efficiently under these conditions.

Does housecleaning and day work. Age group 50 and over. Wants to be a cook, as she enjoys cooking and would like to do it full time..

Is typist in aircraft factory. 18-19. Single. Formerly was salesgirl in department store. Wants to be a typist in an office rather than in a factory.

Was bookkeeper in an industrial lunch service that was caterer to defense plants. Unemployed now. Age group 35-39. Wants to own and manage furniture store, (formerly was bookkeeper in one for 6 years) as she thinks furniture business has a good future when boys come home and want homes after the war. Has always been interested in furniture.

Is secretary in ordnance plant. Age group 18-19. Single. Wants to do accounting work as she likes to work with figures (is now taking a course in it).

Is burring on airplane wings. Age group 20-24. Single. Wants to do office work, but wished to take advantage of good wage and opportunity to help war effort.

Is working in insulation department in synthetic rubber plant. Age group 20-24. Single. Formerly was elevator operator. Wants to do clerical work as she believes there will be more security in clerical work(for a girl) than in factory work after the war.

Is on burring job in airplane parts plant. Age group 25-29. Formerly was assistant messenger and elevator operator in a government office. Wants to be in secretarial work. Doesn't like factory conditions, they don't agree with her health (has had 2 attacks of pneumonia since she's started.)

Is welder in aireraft plant. Age group 25-29. Single. Formerly did free lance art work. Wants to be in office work as factory work is too difficult and altho she likes the work her health is being undermined and so after the war she'll be going back to her art.

DATA SOUGHT IN VARIOUS QUESTIONNAIRES RELATING TO POST-WAR INTENTIONS OF [illegible] WORKERS

	Desires after war	(a) In labor force before war began	Present	Migration	Personal data	Earnings	Woman's Responsibility for Family Support	Other
	(a) Keep job. Think will last? (b) Out of labor force (c) Same occ. (d) Other occ. (e) School	(b) Worked (c) Worked this occupation	(a) Industry (b) Occupation. Previous (c) Industry (d) Occupation	(a) Move from (b) To stay (c) Where go (d) Any of family left at (a) (e) Own property: Locally Elsewhere	(a) Age (b) Marital (c) Schooling (d) Union member (e) Color	(a) Now (b) Before	Family: (a) Members (b) Relation to woman (c) Earners (d) Contributors (e) In services (f) Woman's contributions: (1) To household (2) To others outside (g) Children	
Women's Bureau (Spring 1944) (Women)	Stop work: When war job ends; when earner(s) return; immediately and very other. Continue indefinitely: Need support self, others; many special purposes; like employment; like own money; other. Some occupations other, and kind; reason for change.	(a) (b) (c) both before / better part of	(a) (b) (c and d month before Pearl Harbor)	(a) through (d) under (a) specifies "farm or other" under (c) previous and other	(a) through (c) (e) Women's Bureau has another study on to union members	(a) (take-home)	(a) (excluding boarders' and servants) through (f) (1) and (2) (g) under 14 and under 10; those for whom she is responsible.	-
Census (Men and women) (March 1944)	-	(a) (Labor force status)	(a) through (d)	-	(a) (b) (c)	-	-	-
Gallup Poll (Women) (Spring 1943)	(a) (b)	-	-	-	-	-	-	-
Fortune (Women) (Summer 1943)	(a) (b)	-	-	-	(b) -	-	-	-
Princeton (Research Council) (Trenton try out) Fall 1943) (Men and women)	(a) (b) (d) (c) ahead, self business, farm, new trade, keep house, retire on pension	-	(a) (b) (d. before the war)	(a) through (c) (separates farm)	(a) (c) (d) (e)	(a) count overtime (b)	-	Opinion whether can keep present job
McFadden Publications (early 1944) (Men and women, separate guests)	(a)	(c) before marriage	(a, in war ind.) (b) (c and d) for before marriage	Husband asked (a) (b)	(a) through (d) (All are wives)	(a)	(a) (c) (d. including boarders)	Many opinion questions, such as: Family worse off or better than prewar; what she thinks women will do and why; what she will buy and thinks people will buy; if she will consider quality more.
Pi Lambda Theta members (Educational Integrity, Women) (End of 1943)	Women's Bureau suggested including post-war question	-	Position Dec. 1, 1941 and 1943	Women's Bureau suggested in [illegible]	(a) (b) (c)	(a) 1943 (b) 1941	Dependents; adults; under 21. [illegible] services engaged in.	

DATA SOUGHT IN VARIOUS QUESTIONNAIRES RELATING TO POST-WAR INTENTIONS OF WOMEN WORKERS -- Continued

	Desires after war	(a) In labor force before Pearl Harbor	Present	Migration	Personal data	Earnings	Woman's Responsibility for Family Support	Other
	(a) Keep job (c) Same Occ. (d) Other Occ. (e) School Think will lose? (b) Out of labor force	(b) Time worked (c) Time worked this occupation	(a) Industry (b) Occupation Previous (c) Industry (d) Occupation	(a) Where from (b) To stay (c) Where go (d) Any of family left at (a) (e) Own property Locally Elsewhere	(a) Age (b) Marital (c) Schooling (d) Union member (e) Color	(a) Now (b) Before	Family: (a) Members (b) Relation to woman (c) Earners (d) Contributors (e) In services (f) Woman's Contributions (1) To household (2) To others outside (g) Children	
San Diego plants (Early 1944) (Men and women) (On postcard to mail ing given out in plants)	(a) (b)	(a) in January 1940.	(a) (b) (c) and (d) in January 1940	(b) (c)	(b)	-	(a) (c) (e). all by age asked if head of family	Present housing; would you need training for new job; how long could you live jobless?
Kaiser Co. Portland, Ore. (Early 1944) (Men + Women)	(a) Have you definite job and where?	-	(d) before the war	How long lived this area? 3 yrs. or less? longer? If less ask (a) Family with	(a) (c) Lodge or church Member in Portland?	?	(g) dependent, under 18	Buying real estate and where? What will you buy first? Living conditions question.
Y.W.C.A. Atlanta, Ga. (Early 1944) (Women)	Any definite ideas or wishes?	-	Same as before Pearl Harbor. Changes since 1941.	(a) now in town	(a) (b) (d) and offices, committees, Y.W.C.A. membership	More this than last year before tax deduction; more to spend after	Children and ages Anyone close to you in armed forces	Absences; lunch time; hours, health; thoughts as to post-war world; war work done; Negro employment in your plant.

Pages missing in original

Was maid in retail department store, now unemployed. Age group 35-39. Wants to do domestic cleaning in private homes as she can arrange own hours when she works privately and can run her own home more efficiently under these conditions.

Does housecleaning and day work. Age group 50 and over. Wants to be a cook, as she enjoys cooking and would like to do it full time.

Is typist in aircraft factory. 18-19. Single. Formerly was salesgirl in department store. Wants to be a typist in an office rather than in a factory.

Was bookkeeper in an industrial lunch service that was caterer to defense plants. Unemployed now! Age group 35-39. Wants to own and manage furniture store, (formerly was bookkeeper in one for 6 years) as she thinks furniture business has a good future when boys come home and want homes after the war. Has always been interested in furniture.

Is secretary in ordnance plant. Age group 18-19. Single. Wants to do accounting work as she likes to work with figures (is now taking a course in it).

Is burring on airplane wings. Age group 20-24. Single. Wants to do office work, but wished to take advantage of good wage and opportunity to help war effort.

Is working in insulation department in synthetic rubber plant. Age group 20-24. Single. Formerly was elevator operator. Wants to do clerical work as she believes there will be more security in clerical work (for a girl) than in factory work after the war.

Is on burring job in airplane parts plant. Age group 25-29. Formerly was assistant messenger and elevator operator in a government office. Wants to be in secretarial work. Doesn't like factory conditions, they don't agree with her health (has had 2 attacks of pneumonia since she's started.)

Is welder in aircraft plant. Age group 25-29. Single. Formerly did free lance art work. Wants to be in office work as factory work is too difficult and altho she likes the work her health is being undermined and so after the war she'll be going back to her art.

February 1946

U. S. Department of Labor
WOMEN'S BUREAU
Washington

THE ECONOMIC RESPONSIBILITIES OF WOMEN WORKERS AS SHOWN BY A WOMEN'S BUREAU STUDY OF WOMEN WAR WORKERS AND THEIR POSTWAR EMPLOYMENT PLANS

(A Women's Bureau study based on home interviews in 1944 and the early spring of 1945 with over 13,000 women workers employed in all types of industry (except household employment) in 10 war congested areas, showed that 75 percent of these women planned to continue working in peacetime.)

The reason given by each woman for continuing to work was -

Of every 100 women -
- 84 to support themselves and in many cases others
- 8 for some special economic reason, as to buy a home, pay off debts, educate children
- 8 only because they liked working or liked being independent

The economic family responsibilities of the women who planned to keep on working:

Of every 100 women who planned to continue -
- 81 lived with their families
- 19 lived apart

Of every 100 women who lived with their families -
- 15 were the sole support of the family group
- 47 were 1 of 2 wage earners contributing regularly to household expenses
- 31 were 1 of 3 or more wage earners contributing regularly to the household expenses
- 7 made no regular contribution to the household

Of every 100 women who lived with their families -
- 33 contributed regularly to the household all their take-home earnings
- 20 contributed regularly one-half or more but not all
- 40 contributed regularly less than one-half
- 7 made no regular contribution toward family support

OF EVERY 100 WOMEN WHO LIVED WITH THEIR FAMILIES AND PLANNED TO CONTINUE IN THE POSTWAR LABOR MARKET, 93 CONTRIBUTED REGULARLY TO FAMILY EXPENSES. NEARLY TWO-THIRDS (62 percent) OF THE TOTAL MONEY IN THE PAY ENVELOPES OF ALL THESE WOMEN, WHO CONTRIBUTED, WAS ALLOCATED EACH PAY DAY TO HOUSEHOLD EXPENSES.

OF EVERY 100 WOMEN WHO LIVED APART FROM THEIR FAMILIES, PRACTICALLY ALL WERE DEPENDENT ON THEIR OWN RESOURCES FOR SELF SUPPORT.

February 1946

U. S. Department of Labor
WOMEN'S BUREAU
Washington

THE ECONOMIC RESPONSIBILITIES OF EMPLOYED SINGLE WOMEN AS SHOWN BY A WOMEN'S BUREAU STUDY OF WOMEN WAR WORKERS AND THEIR POSTWAR EMPLOYMENT PLANS

(The Women's Bureau study based on home interviews in 1944 and the early spring of 1945 with over 13,000 women employed in all types of industry (except household employment) in 10 war congested areas, showed that single women formed 44 percent of the employed women during the war period and nearly ninety percent (87 percent) of these women planned to continue working in peacetime.)

The reason given by each woman for continuing to work was -

Of every 100 single women -
- 96 to support themselves and in many cases others
- 2 for some special reason, as money for education
- 2 only because they liked working or liked being independent

The economic responsibilities of the single women who planned to keep on working:

Of every 100 women who planned to continue -
- 77 lived with their families
- 23 lived apart

Of every 100 women who lived with their families -
- 12 were the sole support of the family group
- 41 were 1 of 2 wage earners contributing regularly to household expenses
- 40 were 1 of 3 or more wage earners contributing regularly to household expenses
- 7 made no regular contributions to the household

Of every 100 women who lived with their families -
- 13 contributed regularly to the household all their take-home earnings
- 20 contributed regularly one-half or more, but not all
- 60 contributed regularly less than one-half
- 7 made no regular contributions toward family support.

OF EVERY 100 SINGLE WOMEN WHO LIVED WITH THEIR FAMILIES AND PLANNED TO CONTINUE IN THE POSTWAR LABOR MARKET, 93 CONTRIBUTED REGULARLY TO FAMILY EXPENSES. NEARLY ONE-HALF (46 percent) OF THE TOTAL MONEY IN THE PAY ENVELOPES OF ALL THESE WOMEN, WHO CONTRIBUTED, WAS ALLOCATED EACH PAY DAY TO HOUSEHOLD EXPENSES.

OF EVERY 100 SINGLE WOMEN WHO LIVED APART FROM THEIR FAMILY, PRACTICALLY ALL WERE DEPENDENT ON THEIR OWN RESOURCES FOR SELF SUPPORT.

1944 Postwar

Jane Ellis
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INFORMATION FOR THE PRESS
For Release Friday Jan. 21, AM/PM

Prepared Remarks made by Dorothy Bellanca, Vice-President of the Amalgamated Clothing Workers of America at The New York Times Hall, 240 West 44th Street, NYC. Thurs. Jan. 20 (8:30 PM) in a Panel Discussion on "The Economic Future of Women", with Margaret Hickey, National Chairman, Women's Division, WMC, as Chairman of the Panel.

Any efficient program for full employment in the post-war period must provide jobs for the great majority of the women who have entered industry since Pearl Harbor. It is useless to assume that women form only a labor reserve to be called upon temporarily during great emergencies. The great majority of these women will remain on the labor market and jobs must be provided for them. Any realistic program for full employment must offer employment to all men and women who wish to work. Planning on any other basis will not only fail to provide jobs for all those seeking jobs, but will waste a most valuable human resource, the high skills which millions of women have attained in industry in the past years.

Our woman-power can be fully mobilized only if we offer to women the prospect of a permanent place in industry. Certainly we may assume that some women will go back to their homes after the war is over, but no one has the authority to question the right of another person to work. Past experience has demonstrated that employers were only too glad to employ women at lower rates of pay and established a serious competitive force toward the employment of male workers. Employers did not question their efficiency; they saw no reason to doubt their ability to adjust themselves to the job and so women became an important factor in civilian industry even prior to the war.

In 1870, women constituted 15 percent of the labor force; in 1920, 20 percent; in 1940, 24 percent; in July 1943, 32 percent. Since June 1940 four to five million women have entered the active labor force. During 1942 a half million housewives joined the wage earning ranks. In June 1943 approximately a third of the woman population of the country was employed. By July 1944 it is estimated that

almost 19,000,000 women will be employed as wage earners.

Women have entered every industry in support of the war effort. Today women are doing track labor by the thousands on the railroads. Thirty to 40 percent of the labor force in the aircraft industry before the end of this year will be women workers. In shipbuilding, in the machine tool industry, in auto, many thousands of women are wage earners.

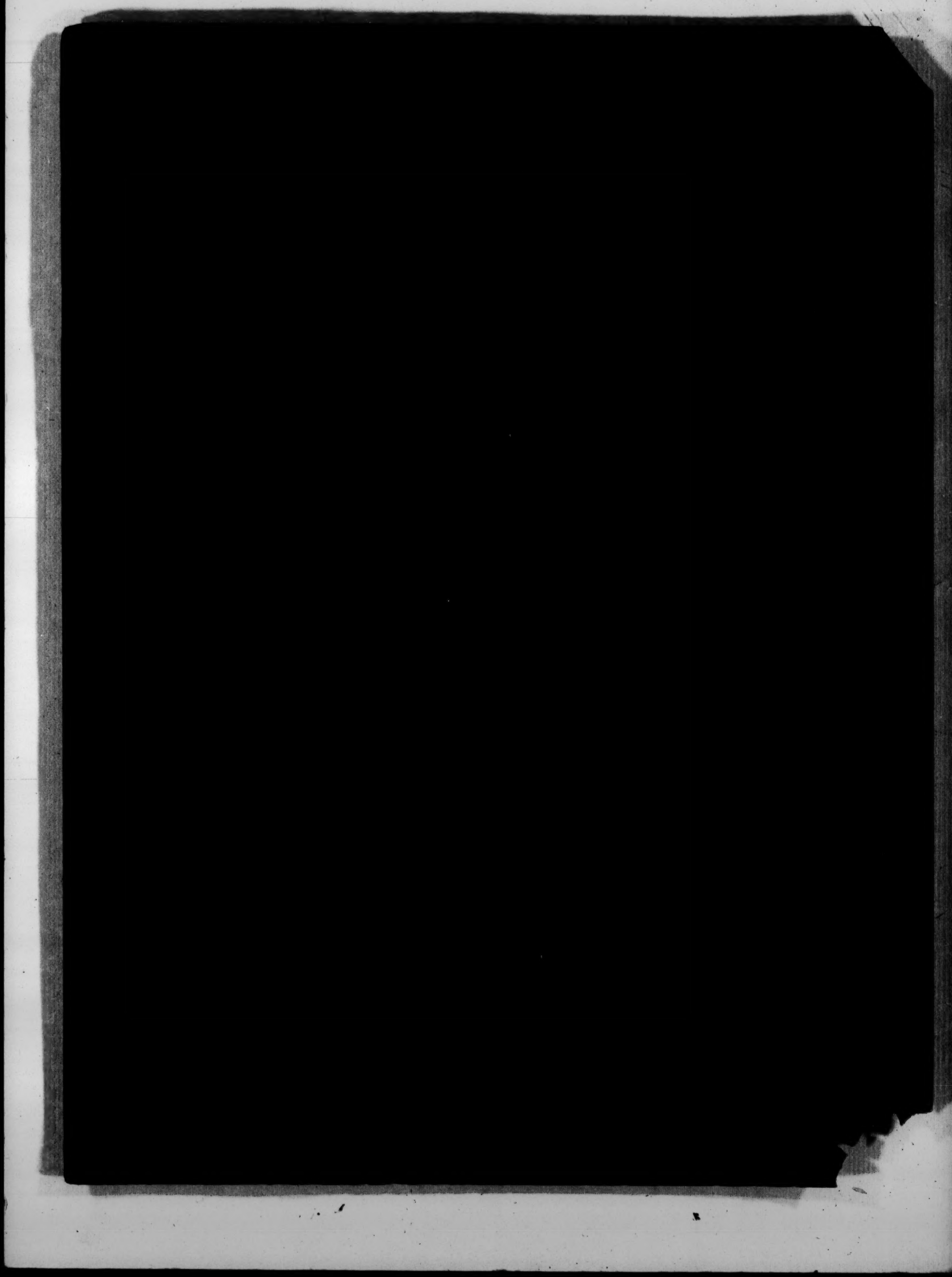
Women have responded in the most patriotic manner to the war needs of the nation. Most mothers and wives and daughters in the country know that Nazi oppression has struck deepest against the women.

Relegated to a despised and inferior social status, women throughout occupied Europe have borne the brunt of Nazi brutality. Whatever rights have been won through centuries of struggle, the Nazis have abolished. The women of America are conscious that their future as workers, as citizens and as mature people is dependent completely upon the more perfect functioning of our democratic institutions and the maintenance of full employment.

Figures show that the increase of women in industry has been steady and consistent. Therefore, there is less reason to believe that the numbers will diminish after the war is over. Moreover, I visualize a postwar world in which the standard of living will be elevated rather than brought down. This, in fact, is one of our chief objectives in the great struggle that is going on all over the world. In that case, there should be jobs for all men and women to provide decent housing, adequate school facilities for our children, food and clothing, health services and commodities for the people the world over.

Women, I am sure, will take their rightful place in the world of tomorrow not only as workers, but also as able and effective citizens.

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Seattle - Tacoma
5 in 7 mm. & Mobile

OFFICE MEMORANDUM

TO: Frieda S. Miller

FROM: Isadore A. Spring

SUBJECT: High Lights of the Post-war Study--May 15, 1945

The Women's Bureau agents have completed the field work of the study. The processing of the data from all areas is not yet completed, particularly the West Coast. However, a short preliminary summary of the areas completed shows:

I. Scope:

Over 13,000 employed women in 11 war contract areas:

1 - Detroit, Michigan
2 - Dayton, Springfield Ohio
3 - Wichita, Kansas
4 - Elkton, and Baltimore, 2nd ~~Ohio~~
6 - Mobile, Alabama
7 San Francisco, and Oakland, Calif.
8 Kenosha, Wisconsin
9 Springfield, and Holyoke, Mass.
10 Buffalo, N. Y., and Erie County
11 Seattle, and Tacoma, Washington

The areas chosen afford a representative cross-section sample---as to geographical location, diversified kinds of war industries, size and type of community--urban and rural. This sample represents 1¼ million women employed in all types of industry except domestic employees--(Manuf., Trade, Service & Other.)

II. Increase in women's employment since 1940--

In Detroit, Mobile, Seatle, San Francisco, Wichita, Elkton, and Dayton the number of women employed had approximately doubled since 1940. In the other areas, more than one-half as many women again were employed as in 1940.

III. Source of the new workers:

Nearly one-half of the women now employed in the various areas were not working before Pearl Harbor. These new workers came mostly from the women who were housewives before the war, and from the girls in school at that time, and a comparatively small number from the "unemployed in 1940." In most of the areas, the greater number of the new workers were housewives.

IV. Distribution of women by industry:

The pattern of the employed women ran approximately--

Out of every 10 employed there were

6 in manufacturing

2 in the service industries, (personal, professional and related, and other services.

1 in trade, including eating places

1 in Government, transportation, and communication, and other.

(Domestic employees are not included in the study.)

This distribution differed somewhat in the two smaller towns, where normally women are not employed to a great extent in manufacturing. Here, the study showed about 4 in manufacturing, to 2 in trade.

In 1940, for the U.S. as a whole, exclusive of domestic employees, the women were distributed--

Out of every 10 women

3 in manufacturing

3 in service

2 in trade

2 in other

This brings up the question whether, if we return to the pre-war distribution of women by industry, the thousands of women who will be let out of the manufacturing industries will be found to return to the wage-depressed service industries where their "take-home earnings" ranging by area from $29.50 to $42.50 per week in war industry plants, may be reduced to less than $16.00.

The housewives chose the manufacturing industries. About 3 out of 5 women became factory employees, while the school girls were attracted in greater numbers to clerical work.

Of those employed before Pearl Harbor, in most of the areas, 9 out of 10 women who were working in manufacturing plants, stayed in manufacturing, many shifting from consumer goods to war products.

More than one-half of the women previously employed in Trade and Service shifted out of these industries, usually to the war industry plants.

V. Distribution of women by occupation:

Out of every 10 women employed, about 5 were factory operatives, and 3 clerical, with slight variations by area.

While the per cent of all women who wish to remain in the same occupation after the war ranged by area from 82 to 92 per cent, the per cent of clerical workers who want to continue in the same kind of work is considerbly higher, ranging from 86 to 95 per cent, with concentration around 90 per cent.

Many of the white collar workers who became factory operatives during the war are planning to return to their former occupation. They dislike the noise, heavy work, and long hours attendant to factory work.

VI. Living arrangements:

The study shows that most of the women in all areas lived with some member of their own families. Over 8 women out of 10 had this arrangement.

In Wichita, and Dayton.....7 out of 10 women

Baltimore, Detroit, and Springfield....8 out of 10 women

Buffalo and Kenosha.....9 out of 10 women

Naturally, the proportion of married women living with their family was highest--9 out of 10 women; the women living apart were usually service men's wives; the single women were next, 8 out of 10, with a

wide variation according to area, 6 out of 10 in Wichita, to over 9 om Buffalo and Kenosha. More of the widowed and divorced women, an older group, were on their own, as the proportion living at home falls close to 7 out of 10 in all areas, except in Detroit where it is somewhat lower, 6 out of 10.

VII. Post-war employment plans:

If the increase in women's employment since 1940 were evenly distributed over the U.S., there would be no serious problem in finding jobs for them during the post-war period, as the proportion of women who expect to retire from the labor market at the end of the war is such that the number remaining will approximate the number who would have been in the labor market had there been no war and had the increase of women in the labor market been at the normal rate.

However, it is in the swollen war congested areas that the post-war jobs for women will be a seriqus problem. This problem is further complicated by the fact that in areas where there has been marked inmigration, a large proportion of the women are planning to stay and continue to work. Elkton is an exception, A small country town with a population of only 3,500 in 1940, and having few permanent industries, a shirt factory or two, In 1944 its fireworks plant alone employed over 7,500 women. The war workers here came from the surrounding farms and rural areas. However, they are a young group, many of whom are

working for the first time, and would like to continue to do so, but there are very few jobs available in their small home towns.

The two Pacific Coast studies have not yet been processed, but a preliminary run of the Seattle-Tacoma area shows that a smaller proportion of the women than in the other areas are planning to continue to work, around 60 per cent.

1. Per cent of employed women planning to continue to work

   A. For all women, the proportion ranges from around 60 per cent in Wichita to 80 per cent in Baltimore, Buffalo, Detroit and Dayton to the peak of 84 per cent in Mobile. While for the areas processed, the average is about 80 per cent, the inclusion of the two West Coast areas will undoubtedly change the over-all picture.

   B. By marital status, the proportion of single women and widows planning to continue runs somewhat similar--an average of about 90 per cent for the areas included with the proportion of widows running 3 to 5 per cent higher than that of the single girls in the large cities.

   Fortunately for the married women, since many employers have a policy not to employ them during a surplus labor market period, the proportion wishing to work is considerably less--an average of a little over 60 per cent--Baltimore with a

high of 68 per cent, and Detroit a low of 61. This low average is due to the large number of housewives and service men's wives planning to work only during the war period as nearly half of the married women working now were not employed before Pearl Harbor.

C. Of girls under 20 years of age--in most areas, over half of the employed girls under 20 years old have not completed high school. From the large proportion of this group that have not completed high school and who still plan to continue to work--80 to 90 per cent in most cities, it would seem that not many of these young girls are going back to school. In this group are also some of the war brides and the girls engaged to service men who, with the optimism of youth, said they would stop work when their wage-earner came home from the war.

VIII. Women's place in family as contributing wage-earner:

1. Reasons for planning to continue to work--

In answer to this question, the single girls' usual reply was "to support self" and some answered "to support self and others," and the married and widowed usually to "support self and others." A few of the married were working for special reasons--to buy a home, to help support a parent not living in the household, and to educate children.

2. Contributions to family household--

The women were asked about the contributions from their pay envelope to the family household. It was found that well over 9 out of every 10 women living with the family contributed regularly--in Baltimore nearly every woman made some regular contribution. In all areas, almost 100 per cent of the widowed and 95 per cent of the single were regular contributors. A slightly smaller proportion of the married contributed regularly from their "take home" earnings. This may be explained by the fact that many of these women were receiving allotments from their service husbands and this amount was turned in for family support rather than regular contributions from their own earnings.

In nearly all areas, at least half the women who contributed gave from 50 to 100 per cent of their earnings--in Baltimore 6 out of 10 women, and in Springfield, Massachusetts 7 out of 10. A larger proportion of the married and widowed contributed this 50 to a 100 per cent than of the single group. In the single group there was a marked variation between areas--3 out of 10 women in Dayton and Detroit to 6 out of 10 in Springfield, Massachusetts. In all areas except Detroit and Baltimore, less than 10 per cent of the women living apart from their family contributed regularly

to others--in Detroit 30 per cent and in Baltimore 26 per cent of the employed women were helping support others. This money was often sent to support their children, being cared for by relatives.

3. Position in household as contributing wage-earner--

Of women living with their family and contributing

Sole contributing wage-earner

Widowed and divorced.....2 out of every 5 women

Single.....1 out of every 10 women

Married.....1 out of every 10 women

One other contributing earner

Married.....3 out of 5 women

Single.....2 out of 5 women

Widowed and divorced.....2 out of 5 women

OVER THREE-FIFTHS OF THE TOTAL MONEY IN THE PAY ENVELOPES OF ALL THE WOMEN WHO LIVED AT HOME AND CONTRIBUTED REGULARLY--ABOUT THREE-FOURTHS OF ALL THE WOMEN INTERVIEWED--WAS PAID IN REGULARLY TOWARD THE FAMILY SUPPORT.

Women's Bureau
U. S. Department of Labor
Washington

June 10, 1944

INSTRUCTIONS FOR USE OF WORKER INTERVIEW SCHEDULES POSTWAR AND OPTIMUM HOUR STUDIES.

All entries on the schedule should be made in ink and legible so that the coding can be done rapidly. Erasures should be done neatly with ink eradicator. "Worker" used throughout the instruction sheets refers to the person being interviewed, whether or not she is at present employed. "Agent" refers to the Women's Bureau representative holding the interview.

Whom To Schedule

1. All women selected from plant records for home visits for the Optimum-Hour study will be interviewed at the same time for the Postwar study.

2. An additional number of women will be interviewed for Postwar Study only. For this group, only workers who are now in the labor market (employed or seeking employment) will be interviewed.

When a woman has been working before Pearl Harbor or since that time but does not intend to work in the near future, do not fill out a schedule for her. Instead make a record card for her giving the approximate date of her employment, her industry and her job and her reasons for not working. Mark: No schedule.

Upper Box Heading

The upper boxes on page one are chiefly for identification.

If schedule is being used for both Postwar and Optimum Hour Studies, the column in left-hand box will be filled out at the office from plant data. It will indicate the time of entering and leaving the job described. Whether worker has been employed in this job during the two hour periods under study will be indicated by checking "1" or "2". If employed on this job for only one of the periods, only "1" or "2" will be checked - in which case information will be obtained from worker for most recent "Other" job on which she has been employed at least a month.

Check " - " in key if worker has held "Other" than job selected for study directly before the plant job, and " - " if after. These will correspond to the two jobs referred to where questions call for contrasting information. In cases where neither of the jobs entered are the person's current job, make note of present industry and job under "Comments" at the foot of the page.

If worker has been employed both periods in plant studied but has left plant, note should be made of most recent industry and job at foot of page under "Comments."

Identifying information for women scheduled only for Postwar Study will be asked worker for current job only; if seeking work for last job.

City - City where plant is located.

Plant - Title of company or firm. Enter address if firm is not one studied in Optimum Hour Study, so title as given by worker can be checked in office for correct firm name.

Product - To determine industry. If manufacturing, enter major product of plant. Otherwise, enter kind of business or type of service.

Department - Name of department in which worker is employed - as machine shop.

Job - Occupation, nature or kind of work performed as drill press operator, tool crib attendant, saleswoman, typist. Enter word or words which most accurately indicate the particular kind of work done - check with Occupational Dictionary for correct title.

Hours - Worker's schedule hours - as 7:30 A.M. - 4:30 P.M. --- 11 P. M. - 7 A. M.

E.O.D. and left - (entered on duty) - After "plant," enter date entering and, if worker has left, date leaving, as "6/42 - 9/43." After "job," similarly enter dates applying to job in plant.

Personal Data

1. Name of woman worker interviewed.

2. Her address - street number and city.

3. Race - circle white or Negro. Specify "other."

4. Age groupings are inclusive. For example, the 20-24 age grouping will include those who are 20 up through 24, i. e., not yet 25.

5. Marital status - Single, those who have never been married. M.P.S. - married, husband present and in the service (i. e. in the Armed Forces of the United States). M.P.N.S. - married, husband present and not in the service. M.A.S. - married, husband absent and in the service. M.A.N.S. - married, husband absent and not in the service. Include separated women with married. M.A.S. - if husband is absent and in the service. M.A.N.S. - if the husband is absent and not in the service; also assume that he is not in the service if she does not know. W. - widowed. D. - divorced. M.P.S.D. - married, husband was in service but has been discharged. M.P.Ex.D. - married, husband expects to be drafted.

6. Time employed in her present occupation may be longer than the length of time worked for this firm, since she may have followed this same occupation elsewhere before coming to this firm. 3 U 6 mos. - 3 and under 6 months.

8. This covers the entire work history of the worker; that is, the years she has actually worked as a wage earner. The shorter periods less than 5 years will for the most part, include young women who have never worked before Pearl Harbor and possibly some mature women who have never worked before. Some with long work histories will undoubtedly have more difficulty remembering exactly when they have worked and when they have not worked, so that by using these longer periods, we can approximate their work histories.

9. Circle only one item and consider items in order listed. If employed in private or non-emergency Government work in week preceding Pearl Harbor, circle "Emp." Person may have worked full time, or part time, for wages, salary, commission or tips, or on own account. If employed in public emergency work, such as WPA, NYA, or State or local relief projects, circle item "Public Emerg." If she were looking for work, circle "Seeking." If she was engaged in her own house work, circle "H. H." If she was in school, circle "School." Under "Other" include those not included in the previous groups who may be unable or who did not choose to work. Should a woman who considers herself a regular wage earner have been temporarily unemployed during the week before Pearl Harbor due perhaps to vacation or illness, consider her as employed.

10. If employed week before Pearl Harbor, enter industry and occupation at that time.

11. Indicate grade last attended in public, private, or parochial schools, colleges, or universities as 8th grade; high school 2, and college 1. The 9th grade of a junior high school is equivalent to the first year of high school - enter as H1. Vocational schools are to be considered, only if part of regular school system.

Comments are to be made to clarify any notation on page 1. The agent should sign her name and the date of the interview to the first page of the schedule.

12-x. Purpose is to determine whether person though now unemployed is still in labor market.

12. War contracts and services are being curtailed gradually. If worker expects to stop as soon as there is curtailment, check "12-a-1 - Stop work of own desire when fewer workers are needed." If she will continue as long as war job lasts but then return to home or school, check a-2. If she expects to continue until earner returns from service whether that date is prior or after ending of war job, check a-3. If, however, worker expects to continue to work when war job ends, check "b" and indicate reason for such expectation. In asking this question, it is important to stress the word "expect."

13. 14. 15. In #13 answer only if "b" under "12" is checked. Item 13 refers to present occupation. Occupation refers here to the type of work performed and not to the place or other conditions. If, however, the occupation itself seems immaterial to the worker and she gives some other type of reason, enter this reason instead of an "N.R."

Migration

16. Enter State and city in which worker lived during the week before Pearl Harbor. Enter "yes" or "no" to indicate whether she is from a farm; "yes" or "no" to indicate whether children or husband remained in her home community.

17. (1) Check "no change" to indicate that the worker has no definite plan or reason in mind to move elsewhere. (2) Check "return previous" to indicate that the worker now in a different city from her former place of residence plans to return to this former place of residence. (3) If the worker plans to move to a different place, indicate the State and community.

The answer should express a desire or probability in the absence of definite plans.

18. This is related rather closely to Section 20 and is an index of the worker's responsibility to her family whether she is living in the household or apart from it. The "take home earnings" is what is in the pay envelope after Social Security and income taxes, union fees, fees for work clothing, breakage, etc. have been deducted. Indicate the amount of the worker's earnings in her last pay period after the deductions have been made. If, however, the last pay period earnings are atypical, take instead the amount of the last typical pay-check the worker can remember. Specify not only the amount but under "period" the length of time in the pay period - as 1 week, 2 weeks, 1/2 month, month. These earnings will only be for a full week of employment if the worker customarily works a full week. Also indicate the amount of regular contributions made to household funds by worker living in family household and indicate how often this contribution is made under "period." "Regular contributions to others" applies to both workers living in family household and workers living apart. In addition to the regular contributions, the worker may make special contributions to persons outside the household; specify the purpose of the special contributions, as "lesson payments" for a person not in the worker's economic family. Also include payment of particular bills for own relatives from whom finances are separate. Do not cover more than six months for this information.

When women workers pool their earnings with a husband or other family member, determine what additional money earned by the women brings about; such as, a higher standard of living, payment on home, pay off debts, purchase of Government bonds, savings, etc. If savings are indicated, ask whether these are expected to tide the family over a possible period of unemployment before peace-time industry is established.

If a wife keep her earnings, inquire whether she pays part of regular household expenses or whether her earnings are used exclusively for her own purposes.

Leave blank the 3rd and 4th columns which will be filled out in the office.

Postwar and Optimum Hour

19. Throughout this page (Sections 19 through 24) the unit is to be regarded as the (1) worker plus her blood family living in one household or (2) living apart from her family. Explain under "Apart" whether she is boarding or rooming with another family, has her own apartment, shares an apartment or house with other persons not in her blood family.

20. The family household usually consists of all persons more or less closely related. Omit unrelated persons, such as, roomers, boarders, servants from household group. However, an employed woman living at home with her parents or other relatives is entered as a member of the household, although she may be paying what she calls room and board.

Enter all members of the family over 14 years of age. Note that the 14 and 15 age group are duplicated in #21. #20 is designed to list earners and contributors to the household; #21 to show the responsibility of the worker for younger children. #20 and #21 less the 14 and 15 year group in #21, will show the total members of the immediate family household. Neither section will be filled out for worker living apart.

After checking the worker, enter the others by their relationship to the worker. Where there is a possible plural number in a relationship, such as children, brothers, nieces, enter numbers under both columns, showing numbers of earners and numbers of contributors. Enter "0" in columns, where applicable.

21. There may be children in the household who do not belong to the worker. If they are grandchildren and their mother is present in the household and directly responsible for them such children should be included in the column "Total." Under "Own" include the worker's own children at home as well as foster children in the home or other children for whom she is directly responsible. The difference of numbers in the column of "Total" and "Own" will show how many other children are in the household for whom she is not directly responsible.

22. Item 20 and 21 are filled out for the current family situation. If the schedule is being filled out for the optimum-hour study, enter in #22 any differences between the two periods under study.

23. Aside from those who at present constitute the household, there may be men or women in the armed service of the United States who in normal times are members of the household. If such absent members are contributing to the family household or to the worker by allotments or otherwise, specify the relationship of such persons in the service in the appropriate column. If they are not contributing regularly, omit them from this listing.

24. If the worker or family household has sources of income other than wages, salaries, or allowances from persons in the service, mention what that source of income is. This may be rentals, board and room, business profits, pensions, alimony, dividends and interest, payment in kind - i. e. board and room in lieu of wages.

Postwar Study ends with Question 24.

Optimum Hour - Only

Home Demands

25. Indicate hour in all cases but transit time, in which case give total time required daily for the round trip to and from work. Computations which will be made in the Statistical Division will indicate the proportion of the day which is left for rent.

26. Enter "walk," "car," "bus," "auto," etc. If route requires several methods of transportation, indicate series and periods in space below.

27. If a woman is boarding, her duties are usually so slight that we regard them as inapplicable in her case. The worker may be a member of a family group and yet have no regular duties, in which case, check "None." Occasional help given voluntarily is not regarded as a regular duty. If the worker is doing most of her own housework and is carrying the responsibility of running the home, although she may have some regular help, enter a check after "all or major part of work." Disregard occasional voluntary help. For the worker who shares regularly in the home duties, indicate the type of help given by checks under "Not all." A check is also sufficient in case of "Other" type unless it is some special interest, that is time-consuming, in the worker's case as possibly family mending or gardening, in which case specify. Do not, however, enter anything under "Other" that can be classified under the types specified above. Check as many as apply.

"Care of children" as here listed relates to duties before and after work. 21-a is concerned with "care of children" while woman is at work.

29. A check after "First or Second" according to the opinion of the worker.

30. Ask such questions as, "Do you have any free time?" "How do you generally spend it under longer hours as compared with shorter schedule?"

Hours

31. Agent will have a plant record of hours and will transcribe such data here before making the visit. However, these entries should be checked with the worker to make sure she was not on an irregular schedule. Also, plant records may not be complete on all items. If in either period, the worker was employed on more than one shift, enter the beginning and ending hour, etc., for each shift. The question about overtime is designed not for her regular schedule of straight time plus overtime, but

for additional time worked due to pressure of work or opportunity to earn more. Answer giving definite hours wherever possible, i. e. - "4 extra on first Sunday of every month - for inventory." Or "never," "seldom," "often."

If worker was on another job after first period in plant, as will be indicated in box, page 1, give hours schedule for second job under hours second period.

32. In case of shift changes, give approximate dates of the duration on the different shifts. Describe worker's reaction to rotation as related to such factors as absence, fatigue, production, etc. What shift did she prefer?

33. How does she use her formal rest period? Does she leave her work place? If food is available, does she have time to take advantage of the fact?

Rate of Production

Women's Bureau agent in charge of plant work will describe the jobs and conditions under which the women included in Optimum Hour Study are working. She will frame illuminating questions concerning these jobs to be asked all workers on a specific job. She may also wish specific questions asked of individual women to determine the cause of irregularities in their records. All questions on pages 5 and 6 must be asked with a full knowledge of job and plant conditions, wage payment systems, etc.

34. - 36. You must know the system of wage payment before those questions are asked. You may note differences in production of worker from records. Frequently, employers or employees fix a stint that sets a production standard for the individual. It may be so high as to require great effort to reach it, or on the other hand, it may be no more than can be accomplished with comparative ease. Does the worker attempt to equal the work of her fellow workers? Because of this custom, is her own pace accelerated? Or is her pace set by herself in a desire for maximum earnings? In some cases, of course, production speed is for the most part beyond the control of the worker, but on the other hand, if she is a member of a group that is paid on a group incentive basis she may have difficulty in keeping up with the pace of others in the group. If so, mention should be made of this. The worker may indicate that this is one of the strains of the job to be brought out in discussing job attitude.

39. (1) A spontaneous comment on this by the worker without direct questions is of importance. Although one would expect that longer hours would result in a greater degree of fatigue, there may be honest exceptions, and the agent should analyze the situation as described by the worker, and if unusual, agent should comment upon it. A change in the manner of operation or in home responsibilities or work shift might account for a situation contrary to expectations.

(2) What were the comments of the worker as to when she began to feel tired? She may, however, possibly indicate an accumulation of fatigue by feeling "tired all the time" or "in the morning."

40. Plant records will account for time lost due to illness and accidents. Sometimes more important than these are the little "miseries" endured

without complaints and accompanied by no lost time. Answer to this should be the experience of the worker in regard to frequency and severity of minor ailments compared in the two periods, and may be partially covered in the previous section in her discussion of job strains, if, of course, she attributes these ailments to job conditions.

Absences

41. The record of absences under "Date" and "Day" is to be transcribed from the plant record of the individual before the visit. Reasons for absence, however, are to be given by the worker at the time of the interview. Under "Date" enter month and days of the month, under "Day" enter days of the week, as M., T., W., Th., F., S., and Su. In case of absences longer than a week, under "day" of week, enter name of day on which absence began followed by a dash and name of day on which it ended. Under "Days Lost" total the number of days lost during this absence. Enter only the code number for the reason which best fits the case from the list of reasons given in the right-hand column. If impossible to determine one major cause, enter code numbers for the two most outstanding reasons. Difficulties of handling this material in report form make it advisable, however, to check only one major cause wherever possible. A situation may arise where instead of being actually ill the worker was exhausted and weary. This should be specified in "Other."

When plant records are available for only one period, the other period is to be filled out by the agent. It is understood that the worker will not always remember dates and frequency of absence, but the nearest approximation she can make is called for.

Attitude Toward Job

42. Specific questions to be asked will be framed by Women's Bureau factory agent for each job under study. Questions must be framed and asked in a manner not to influence worker's response. The agent should draw out the worker's reaction to her job and it may not agree with the agent's ideas since the terms are relative. It is the worker's opinion which is desired. The worker will doubtless have a reason for her answer and it should be entered since it may account for causes of fatigue, etc.

The work performed is of primary importance in drawing out the reasons for worker's like or dislike of the job, that is, her reaction to her occupation. However, conditions outside the actual operation may determine her attitude, while the work to her is merely a routine job that must be done and about which she has few ideas. If she likes it because it is near her home or because she has congenial companionship or because the place is "nice and light," enter such replies also. However, the attitude toward the occupation itself is the chief reason for this question.

So far as possible, let this be a free discussion, that is, do not emphasize difficulties or strains. This will not be a question where we will have definite comparable data, but will give explanatory and descriptive information about her reaction to her work.

43. If she has left her job to take work in the plant under study, or if she has left the plant to take work elsewhere or to leave the labor market, it is important to know why, her reasons for the change. Was it due to health, differences in hours, family responsibilities, less need for her earning power, or reasons inherent in the job she was doing?

44. In the last analysis, personal worries may be a more important factor than work hours in determining health and efficiency of the individual. By the end of the interview the agent should have discovered whether or not the worker has such special problems and be able to discuss them freely and briefly with her.

45. This calls for a personal opinion not necessarily limited by the two schedules under discussion. Note whether this is one which she has experienced and was best able to adjust to, or is her wish or desire.

Discussion of most suitable work period should be held first with regard only to personal well-being. If night shift is preferred, the reason should be indicated. If hours shorter than those worked at present are regarded as most suitable, discuss whether these would be preferred even though overtime pay would be eliminated. Note the responses.

Community Surveys made by Women's Bureau Agents in 1943 12/4/43

Strong
Copies sent
to -
Newton
Stitt
Robinson

July - December

Erie & Niagara Counties, Buffalo, New York
Tampa, Florida
Burlington, North Carolina
Durham, North Carolina
Charlotte, North Carolina
Birmingham, Alabama
Employment of Women in Louisiana
Employment of Women in Mississippi
Memphis, Tennessee - 2/42 ← 8/43
Keokuk, Iowa
Wichita, Kansas 12/41, 2/43, 7/43
San Diego, California 1/42, 11/43

Later Reports - 2a

3

(2)

January - June

Bath, Maine
Portland, Maine
Norfolk, Virginia
Elkton, Maryland - 11/41, 2/42, 6/43
Atlanta, Georgia
Charleston, South Carolina 1/43 & 5/43
Brunswick, Georgia
Elizabeth City, North Carolina
Savannah, Georgia
Wilmington, North Carolina
Mobile, Alabama
South Bend, Indiana
Evansville, Indiana
Indianapolis, Indiana
Milwaukee, Wisconsin
Hutchinson, Kansas
Miscellaneous notes, Colorado 5/43 2nd Review 12/1/43
Sidney, Nebraska
Pryor, Oklahoma
Oklahoma City, Oklahoma
Tulsa, Oklahoma 12/41, 4/43
Ogden, Utah
Salt Lake City, Utah

23

Note: Subjects covered vary with community - recreation housing, child care, transportation and other community facilities.

Subjects Covered in Specified Areas in Community Surveys made in 1943

CHILD CARE

July - December

Tampa, Florida	7/43
Burlington, North Carolina	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
Keokuk, Iowa	9/43
Wichita, Kansas	7/43
San Diego, California	7/43

January - June

Bath, Maine	4/43
Norfolk, Virginia	2/43
Elkton, Maryland	6/43
Charleston, South Carolina	5/43
Savannah, Georgia	5/43
Wilmington, North Carolina	6/43
Mobile, Alabama	2/43
South Bend, Indiana	1/43
Evansville, Indiana	1/43
Indianapolis, Indiana	2/43
Milwaukee, Wisconsin	3/43
Miscellaneous notes, Colorado	5/43
Sidney, Nebraska	6/43
Oklahoma City, Oklahoma	4/43
Tulsa, Oklahoma	4/43
Ogden, Utah	4/43
Salt Lake City, Utah	4/43

Cedar Rapids, Ia. 1/1/43

HOUSING

July - December

Tampa, Florida	7/43
Burlington, North Carolina	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
Keokuk, Iowa	9/43
Wichita, Kansas	7/43
San Diego, California	7/43

January - June

Bath, Maine	4/43
Norfolk, Virginia	2/43
Elkton, Maryland	6/43
Atlanta, Georgia	1/43
Charleston, South Carolina	5/43
Brunswick, Georgia	2/43
Elizabeth City, North Carolina	3/43
Savannah, Georgia	5/43
Wilmington, North Carolina	6/43
Mobile, Alabama	2/43
South Bend, Indiana	1/43

Subjects Covered in Specified Areas in Community Surveys made in 1943

(cont.)

HOUSING (cont.)

January - June

Evansville, Indiana	2/43
Indianapolis, Indiana	2/43
Milwaukee, Wisconsin	3/43
Hutchinson, Kansas	2/43
Sidney, Nebraska	6/43
Pryor, Oklahoma	3/43
Oklahoma City, Oklahoma	4/43
Tulsa, Oklahoma	4/43
Ogden, Utah	4/43
Salt Lake City, Utah	4/43

FOOD

July - December

Tampa, Florida	7/43
Charlotte, North Carolina	7/43

January - June

Bath, Maine	4/43
Norfolk, Virginia	2/43
Elkton, Maryland	6/43
Charleston, South Carolina	5/43
Savannah, Georgia	5/43
Mobile, Alabama	2/43
Milwaukee, Wisconsin	3/43
Pryor, Oklahoma	3/43

RECREATION

July - December

Tampa, Florida	7/43
Employment of Women in Louisiana	7/43
Keokuk, Iowa	9/43
Wichita, Kansas	7/43
San Diego, California	7/43

January - June

Bath, Maine	4/43
Norfolk, Virginia	2/43
Elkton, Maryland	6/43
Charleston, South Carolina	5/43
Brunswick, Georgia	2/43
Savannah, Georgia	5/43
Mobile, Alabama	2/43
South Bend, Indiana	1/43
Evansville, Indiana	2/43
Indianapolis, Indiana	2/43
Milwaukee, Wisconsin	3/43
Hutchinson, Kansas	2/43
Sidney, Nebraska	6/43
Pryor, Oklahoma	3/43
Oklahoma City, Oklahoma	4/43

Subjects Covered in Specified Areas in Community Surveys made in 1943 (cont.)

RECREATION (cont.)

January - June

Tulsa, Oklahoma	4/43
Ogden, Utah	4/43
Salt Lake City, Utah	4/43

TRANSPORTATION

July - December

Tampa, Florida	7/43
Burlington, North Carolina	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
San Diego, California	7/43

January - June

Bath, Maine	4/43
Portland, Maine	4/43
Charleston, South Carolina	5/43
Savannah, Georgia	5/43
Mobile, Alabama	2/43
Evansville, Indiana	2/43
Indianapolia, Indiana	2/43
Milwaukee, Wisconsin	3/43
Ogden, Utah	4/43
Salt Lake City, Utah	4/43

LABOR MARKET

July - December

Tampa, Florida	7/43
Burlington, North Carolina	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
Employment of Women in Louisiana	7/43
Employment of Women in Mississippi	7/43
Memphis, Tennessee	8/43
Keokuk, Iowa	9/43
Wichita, Kansas	7/43

January - June

Bath, Maine	4/43
Portland, Maine	4/43
Norfolk, Virginia	2/43
Elkton, Maryland	6/43
Atlanta, Georgia	1/43
Charleston, South Carolina	5/43
Brunswick, Georgia	2/43
Savannah, Georgia	5/43
Mobile, Alabama	2/43
Evansville, Indiana	2/43

Subjects Covered in Specified Areas in Community Surveys made in 1943 (cont.)

LABOR MARKET (cont.)

January - June

Milwaukee, Wisconsin	3/43
Miscellaneous notes, Colorado	5/43
Sidney, Nebraska	6/43
Pryor, Oklahoma	3/43
Oklahoma City, Oklahoma	4/43
Tulsa, Oklahoma	4/43
Ogden, Utah	4/43
Salt Lake City, Utah	4/43

UTILIZATION OF WOMEN IN WAR INDUSTRIES

July - December

Erie & Niagara Counties, Buffalo, New York	7/43
Tampa, Florida	7/43
Burlington, North Carolina	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
Birmingham, Alabama	7/43
Employment of Women in Louisiana	7/43
Employment of Women in Mississippi	7/43
Memphis, Tennessee	8/43

January - June

Bath, Maine	4/43
Portland, Maine	4/43
Norfolk, Virginia	2/43
Savannah, Georgia	5/43
Mobile, Alabama	2/43
Indianapolis, Indiana	2/43
Milwaukee, Wisconsin	3/43
Pryor, Oklahoma	3/43
Ogden, Utah	4/43
Salt Lake City, Utah,	4/43

EMPLOYMENT OF NEGROES

July - December

Erie & Niagara Counties, Buffalo, New York	7/43
Burlington, North Carolina	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
Memphis, Tennessee	8/43
Keokuk, Iowa	9/43

January - June

Portland, Maine	4/43
Charleston, South Carolina	5/43
Elizabeth City, North Carolina	3/43
Savannah, Georgia	5/43
Evansville, Indiana	2/43
Milwaukee, Wisconsin	3/43
Tulsa, Oklahoma	4/43

Subjects Covered in Specified Areas in Community Surveys made in 1943 (cont.)

ECONOMIC CHARACTER OF AREA

July - December

Tampa, Florida	7/43
Burlington, North Carolina	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
Birmington, Alabama	7/43

January - June

Bath, Maine	4/43
Elkton, Maryland	6/43
Savannah, Georgia	5/43
Mobile, Alabama	2/43
Hutchinson, Kansas	2/43
Oklahoma City, Oklahoma	4/43
Tulsa, Oklahoma	4/43

ABSENTEEISM

July - December

Burlingham, North Carolina	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
Wichita, Kansas	7/43

January - June

Charleston, South Carolina	5/43
Savannah, Georgia	5/43
Mobile, Alabama	2/43
Milwaukee, Wisconsin	3/43

TURNOVER

July - December

Tampa, Florida	7/43
Burlington, North Carolina	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
Wichita, Kansas	7/43

January - June

Charleston, South Carolina	5/43
Savannah, Georgia	5/43
Mobile, Alabama	2/43
Milwaukee, Wisconsin	3/43

HOURS

July - December

Memphis, Tennessee	8/43

January - June

Brunswick, Georgia	2/43
Savannah, Georgia	5/43
Milwaukee, Wisconsin	3/43

Subjects Covered in Specified Areas in Community Surveys made in 1943 (cont.)

WAGES

July - December	
Burlington, North Carolina	7/43
Charlotte, North Carolina	7/43
January - June	
Charleston, South Carolina	5/43
Savannah, Georgia	5/43
Mobile, Alabama	2/43
South Bend, Indiana	1/43

TRAINING

July - December	
Erie & Niagara Counties, Buffalo, New York	7/43
Tampa, Florida	7/43
Burlington, North Carolina	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
Birmingham, Alabama	7/43
Employment of Women in Louisiana	7/43
Memphis, Tennessee	8/43
January - June	
Portland, Michigan	4/43
Atlanta, Georgia	1/43
Charleston, South Carolina	5/43
Savannah, Georgia	5/43
Mobile, Alabama	2/43
South Bend, Indiana	1/43
Evansville, Indiana	2/43
Indianapolis, Indiana	2/43
Milwaukee, Wisconsin	3/43
Ogden, Utah	4/43
Salt Lake City, Utah	4/43

PART TIME Workers

July - December	
Erie & Niagara Counties, Buffalo, New York	7/43
Tampa, Florida	7/43
Durham, North Carolina	7/43
Charlotte, North Carolina	7/43
January - June	
Ogden, Utah	4/43

LABOR ORGANIZATIONS

July - December	
Burlington, North Carolina	7/43
Charlotte, North Carolina	7/43
Memphis, Tennessee	8/43
Wichita, Kansas	7/43

Subjects Covered in Specified Areas in Community Surveys made in 1943 (cont.)

LABOR ORGANIZATIONS (cont.)

January - June

Atlanta, Georgia	1/43
Charleston, South Carolina	5/43
Brunswick, Georgia	2/43
Savannah, Georgia	5/43
Evansville, Indiana	2/43
Indianapolis, Indiana	2/43
Milwaukee, Wisconsin	3/43
Salt Lake City, Utah	4/43

SCHOOLS

July - December

Durham, North Carolina	7/43

January - June

Elkton, Maryland	6/43
Charleston, South Carolina	5/43
Mobile, Alabama	2/43
Evansville, Indiana	2/43
Ogden, Utah	4/43

OTHER

Type of Woman Worker

July - December

Durham, North Carolina	7/43
Charlotte, North Carolina	7/43

January - June

Elkton, Maryland	6/43
Brunswick, Georgia	2/43

Registration of Women

July - December

NR

January - June

Mobile, Alabama	2/43

Community Facilities (Medical & Health, Shopping, etc.)

July - December

Durham, North Carolina	7/43

January - June

Elkton, Maryland	6/43
Charleston, South Carolina	5/43
Savannah, Georgia	5/43

Subjects Covered in Specified Areas in Community Surveys made in 1943 (cont.)

OTHER (cont.)

Farm Labor

July - December

Keokuk, Iowa	9/43
Wichita, Kansas	7/43

January - June

Atlanta, Georgia	1/43
Evansville, Indiana	2/43
Miscellaneous, notes, Colorado	5/43
Sidney, Nebraska	6/43

Plant Accidents & Safety Measures

July - December

January - June

Elkton, Maryland	6/43

General Worker Conditions (State Ind. Commission)

July - December

Memphis, Tennessee	8/43

January - June

Milwaukee, Wisconsin	3/43

12/9/43

COMMUNITY NOTES

Region I

Bath, Maine	4/8/43
Groton area and Other Cities, Connecticut	6/42
Keene, New Hampshire (Machine Tools)	6/42
Portland, Maind	4/6/43
Springfield, Vermont (" ")	6/42
Worcester, Mass.	6/42

Region II

Employment of Women in War Plants in Erie and Niagara Counties	7/20/43

Region IV

Aberdeen and Edgewood, Maryland (Gas Masks)	11/41
Baltimore, Maryland (No schedule)	6/41
Elkton, Maryland (3rd. visit) 11/41, 2/42 &	6/43
Norfolk, Virginia	3/43
Radford and Dublin, Virginia 11/41 &	3/42

Region V

Atlanta, Georgia	3/13/43
Brunswick, Georgia	3/[illegible]/43
Burlington, North Carolina	7/43
Charleston, South Carolina (2nd. visit) 1/13/43 &	5/43
Charlotte, North Carolina	6/43
Durham, North Carolina	7/43
Elizabeth City, North Carolina	3/5/43
Macon, Georgia area (Naval Fuze Loading Plant)	3/43
Savannah, Georgia	3/13/43
Tampa, Florida	7/24/43
Wilmington, North Carolina	6/43

Region VI

Childersburg, Talladega, Sylacauga, Alabama area (Alabama Ord. & Coosa River Ord.)	2/42
Employment of Women in Louisiana	7/26/43
Employment of Women in Mississippi	7/30/43
Flora, Mississippi area (Mississippi Ord.)	3/42
General notes on Birmingham, Alabama	7/12/43
Huntsville, Alabama area (Huntsville Arsenal & Redstone Ord.)	3/42
Maritime Commission visit, New Orleans, Louisiana	7/25/43
Minden, Louisiana area (Louisiana Ord.)	3/42
Mobile, Alabama	2/43

Region VII

Memphis, Tennessee	8/43
Memphis, Tennessee area (including Cordova and Millington: Chickasaw Ord., Fisher Memphis, Nat'l. Fireworks)	2/42

COMMUNITY SURVEYS (cont.)

RegionVII (cont.)

Milan, Tennessee area (Wolf Creek Ord. - Shell Loading)	3/42
Nashville, Tennessee area (Vultee Aircraft Inc.)	3/42

RegionVIII

Akron, Ohio area (Goodyear Aircraft)	3/42
Cincinnati, Ohio area (Machine Tools)	8/42
Cleveland, Ohio area (Cleveland Ord.)	3/42
Columbus, Ohio area (Curtiss-Wright)	3/42
Ravenna, Ohio area (Ravenna Ord.)	3/42
Sydney, Ohio area (Machine Tools)	9/42

Region IX

Burns City, Indiana (East Coast Naval Ord.)	1/42
Charleston, Jeffersonville, New Albany, Indiana area (Hoosier Ord. (Goodyear Bag Loading), Indiana Ord. (Dupont Powder Plant), U. S. Quartermaster Depot)	12/41
Crab Orchard Lake area, Illinois (Illinois Ord.)	1/42
Evansville, Indiana	2/22/43
Indianapolis, Indiana	2/43
Joliet, Wilmington, Elwood area, Illinois (Elwood Ord. and Kankee Smokeless Powder)	1/42
Kingsbury, Walkerton, Knox area, Indiana (Kingsbury Ord. - Shell Loading)	12/41
Milwaukee, Wisconsin	3/43
South Bend, Indiana	1/43

Region XI

Burlington, Iowa area (Iowa Ord.) (2nd. visit)	2/42 & 4/42
Colorado Miscellaneous Community Notes (Labor Market, Agriculture - Indians, prisoners of war).	5/43
Denver, Colorado area (Denver Ord.)	12/41
Hutchinson, Kansas	2/43
Kansas City, Missouri area (Lake City Ord. & North American Aviation) (Including Kansas City, Kansas and Lake City, Missouri)	12/41
Keokuk, Iowa	9/1/43
Saint Louis, Missouri area (Western Cartridge & Curtiss-Wright)	2/42
Sidney, Nebraska	6/9/43
Wichita, Kansas (3rd. visit)	12/41, 2/43 & 7/9/43

Region XII

Dallas, Texas (North American Aviation Inc.)	12/41
Jacksonville, Arkansas area (Arkansas Ord. - Assem.)	4/42
Near Pryor, Oklahoma	4/43
Oklahoma City, Oklahoma	4/43
Texarkana, Texas area (Lone Star (Shell Load.), Red River Ord.)	4/42
Tulsa, Oklahoma (2nd. visit)	12/41 & 4/43

COMMUNITY SURVEYS (Cont.)

Region XIII

Mare Island, California area (U. S. Navy Yards)	
Ogden, Utah	4/43
Salt Lake City, Utah	4/43
San Diego, California area (2nd. visit)	1/42 & 11/43

Community Notes to
Mrs. De Caux 4/3/44

Savannah, Ga. 5/43
Sidney, Nebr. 6/43
Misc. notes - Colorado 5/43
Ogden Utah 4/43

Community Surveys Made by Women's Bureau Agents in 1943 — 12/4/43

July - December

Erie & Niagara Counties, Buffalo, New York
Tampa, Florida
Burlington, North Carolina
Durham, North Carolina
Charlotte, North Carolina
Birmingham, Alabama — In Region File
Employment of Women in Louisiana
Employment of Women in Mississippi
Memphis, Tennessee 7/42 - 8/43
Keokuk, Iowa
Wichita, Kansas - 12/41, 3/43, 7/43
San Diego, California - 1/42, 1/43
Cedar Rapids, Ia.

January - June

Bath, Maine
Portland, Maine
Norfolk, Virginia
Elkton, Maryland - 1/41, 2/42, 6/43
Atlanta, Georgia
Charleston, South Carolina 1/43, 5/43
Brunswick, Georgia
Elizabeth City, North Carolina
✓ Savannah, Georgia
Wilmington, North Carolina
Mobile, Alabama
South Bend, Indiana
Evansville, Indiana
Indianapolis, Indiana
Milwaukee, Wisconsin
Hutchinson, Kansas
✓ Miscellaneous notes, Colorado 3/42 Denver 12/41
✓ Sidney, Nebraska
Pryor, Oklahoma
Oklahoma City, Oklahoma
Tulsa, Oklahoma 12/41, 4/43
✓ Ogden, Utah
Salt Lake City, Utah

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Note: Subjects covered varies with community - recreation, housing, food, child care, transportation and other community facilities.

COMMUNITY SURVEYS MADE BY WOMEN'S BUREAU AGENTS IN 1943

Region I

Bath, Maine	4/8/43
Portland, Maine	4/6/43

Region II

Employment of Women in War Plants in Erie and Niagara Co.	7/20/43

Region IV

Elkton, Maryland (3rd. visit)	11/41 & 6/43 & 2/42
Norfolk, Virginia	2/43

Region V

Atlanta, Georgia	1/12/43
Brunswick, Georgia	2/1/43
Burlington, North Carolina	7/43
Charlotte, North Carolina	8/43
Charleston, South Carolina (2nd. visit)	1/13/43 & 5/43
Durham, North Carolina	7/43
Elizabeth City, North Carolina	3/5/43
Savannah, Georgia	5/12/43
Tampa, Florida	7/24/43
Wilmington, North Carolina	6/43

Region VI

Employment of Women in Louisiana	7/26/43
Employment of Women in Mississippi	7/30/43
~~General notes on Birmingham, Alabama~~	~~7/12/43~~ Transferred to region files
Maritime Comm. visit, New Orleans, La.	7/25/43
Mobile, Alabama	2/43

Region VII

Memphis, Tennessee	8/43

Region IX

Evansville, Indiana	2/22/43
Indianapolis, Indiana	2/43
Milwaukee, Wisconsin	3/43
South Bend, Indiana	1/43

Region XI

Colorado Miscellaneous Comm. Notes	5/43 (Labor market, Agriculture - Indiana, prisoners of war).
Hutchinson, Kansas	2/43
Keokuk, Iowa	9/1/43
Sidney, Nebraska	6/9/43
Wichita, Kansas (4th visit)	12/41, 2/43 & 7/9/43 & 12/43
Cedar Rapids, Iowa - Notes on Child Care & Housing	11/43

JOBS MADE BY WOMEN'S BUREAU AGENTS IN 1943
(Cont.)

Region XII

Near Pryor, Oklahoma		4/43
Oklahoma City, Oklahoma		4/43
Tulsa, Oklahoma	(2nd. visit) 12/41 &	4/43

Region XIII

Ogden, Utah		4/43
Salt Lake City, Utah		4/43
San Diego, California area	1/42 &	11/43

COMMUNITY SURVEYS
MADE DURING YEARS
1941, 1942 & 1943

Total		**76**
Region	I	6
	II	1
	IV	5
	V	11
	VI	9
	VII	4
	VIII	6
	IX	15
	XI	11
	XII	7
	XIII	3

12/9/43

COMMUNITY NOTES

(All Communities Covered - '41 - '42 - '43)

Region I

Bath, Maine		4/8/43
Groton area and Other Cities, Connecticut		6/42
Keene, New Hampshire (Machine Tools)		6/42
Portland, Maine		4/6/43
Springfield, Vermont (" ")		7/42
Worcester, Mass.		6/42

Region II

Employment of Women in War Plants in Erie and Niagara Counties		7/20/43

Region IV

Aberdeen and Edgewood, Maryland (Gas Masks)		11/41
Baltimore, Maryland (No schedule)		6/42
Elkton, Maryland (3rd. visit)	11/41, 2/42 &	6/43
Norfolk, Virginia		2/43
Radford and Dublin, Virginia	11/41 &	3/42

Region V

Atlanta, Georgia		1/12/43
Brunswick, Georgia		2/1/43
Burlington, North Carolina		7/43
Charleston, South Carolina (2nd. visit)	1/13/43 &	5/43
Charlotte, North Carolina		8/43
Durham, North Carolina		7/43
Elizabeth City, North Carolina		3/5/43
Macon, Georgia area (Naval Fuze Loading Plant)		3/42
Savannah, Georgia		5/12/43
Tampa, Florida		7/24/43
Wilmington, North Carolina		6/43

Region VI

Childersburg, Talladega, Sylacauga, Alabama area (Alabama Ord. & Coosa River Ord.)		2/42
Employment of Women in Louisiana		7/26/43
Employment of Women in Mississippi		7/30/43
Flora, Mississippi area (Mississippi Ord.)		3/42
~~General notes on Birmingham, Alabama~~		~~7/12/43~~ Trans. to region file
Huntsville, Alabama area (Huntsville Arsenal & Redstone Ord.)		3/42
Maritime Commission visit, New Orleans, Louisiana		7/25/43
Minden, Louisiana area (Louisiana Ord.)		3/42
Mobile, Alabama		2/43

Region VII

Memphis, Tennessee		8/43
Memphis, Tennessee area (including Cordova and Millington: Chickasaw Ord., Fisher Memphis, Nat'l. Fireworks)		2/42

COMMUNITY SURVEYS
(cont.)

Region VII (cont.)

Milan, Tennessee area (Wolf Creek Ord. - Shell Loading)	3/42
Nashville, Tennessee area (Vultee Aircraft Inc.)	3/42

Region VIII

Akron, Ohio area (Goodyear Aircraft)	3/42
Cincinnati, Ohio area (Machine Tools)	3/42
Cleveland, Ohio area (Cleveland Ordnance)	3/42
Columbus, Ohio area (Curtiss-Wright)	3/42
Ravenna, Ohio area (Ravenna Ordnance)	3/42
Sydney, Ohio area (Machine Tools)	9/42

Region IX

Burns City, Indiana (East Coast Naval Ordnance)	1/42
Charlestown, Jeffersonville, New Albany, Indiana area (Hoosier Ord. (Goodyear Bag Loading), Indiana Ord. (Dupont Powder Plant), U.S. Quartermaster Depot)	12/41
Crab Orchard Lake area, Illinois (Illinois Ordnance)	1/42
East Alton, Illinois (Western Cartridge Company)	12/42
Evansville, Indiana	2/22/43
Indianapolis, Indiana	2/43
Joliet, Wilmington, Elwood area, Illinois (Elwood Ord. and Kankakee Smokeless Powder)	1/42
Kingsbury, Walkerton, Knox area, Indiana (2nd. visit) (Kingsbury Ord. - Shell Loading)	10/42 & 12/41
Milwaukee, Wisconsin	3/43
Rock Island, Moline, Illinois & Davenport, Iowa (Rock Island Arsenal and Feltex Corporation)	2/42
Rockford, Illinois	10/42
Savanna, Illinois	2/42
South Bend, Indiana	1/43

Region XI

Burlington, Iowa area (Iowa Ord.) (2nd. visit)	2/42 & 4/42
Colorado Miscellaneous Community Notes (Labor Market, Agriculture - Indians, prisoners of war.)	5/43
Davenport, Iowa - See Rock Island, Ill. in Region IX	
Denver, Colorado area (Denver Ordnance)	12/41
Hutchinson, Kansas	2/43
Kansas City, Missouri area (Lake City Ord. & North American Aviation). (Including Kansas City, Kansas and Lake City, Missouri).	12/41
Keokuk, Iowa	9/1/43
Parsons, Kansas	11/42
Saint Louis, Missouri area (Western Cartridge & Curtiss-Wright).	2/42
Sidney, Nebraska	6/9/43
Wichita, Kansas (4th. visit) 12/41, 2/43, 7/9/43 &	12/43
Cedar Rapids, Iowa - Notes on Child Care and Housing	11/43

COMMUNITY SURVEYS
(cont.)

Region XII

Dallas, Texas (North American Aviation Inc.)	12/41
Fort Worth, Texas	12/42
Jacksonville, Arkansas area (Arkansas Ord. - Assem.)	4/42
Near Pryor, Oklahoma	4/43
Oklahoma City, Oklahoma	4/43
Texarkana, Texas area (Lone Star - Shell Load., Red River Ord.)	4/42
Tulsa, Oklahoma (2nd. visit)	12/41 & 4/43

Region XIII

Ogden, Utah	4/43
Salt Lake City, Utah	4/43
San Diego, California area (2nd. visit)	1/42 & 11/43

COMMUNITY SURVEYS MADE BY WOMEN'S BUREAU AGENTS IN 1943

Region I

Bath, Maine	4/8/43
Portland, Maine	4/6/43

Region II

Employment of Women in War Plants in Erie and Niagara Co.	7/20/43

Region IV

Elkton, Maryland (3rd. visit)	11/41 & 6/43 & 2/42
Norfolk, Virginia	2/43

Region V

Atlanta, Georgia	1/12/43
Brunswick, Georgia	2/1/43
Burlington, North Carolina	7/43
Charlotte, North Carolina	8/43
Charleston, South Carolina (2nd. visit)	1/12/43 & 5/43
Durham, North Carolina	7/43
Elizabeth City, North Carolina	3/5/43
Savannah, Georgia	5/12/43
Tampa, Florida	7/24/43
Wilmington, North Carolina	6/43

Region VI

Employment of Women in Louisiana	7/26/43
Employment of Women in Mississippi	7/30/43
~~General notes on Birmingham, Alabama~~	~~7/12/43~~ Transferred to region files
Maritime Comm. visit, New Orleans, La.	7/25/43
Mobile, Alabama	2/43

Region VII

Memphis, Tennessee	8/43

Region IX

Evansville, Indiana	2/22/43
Indianapolis, Indiana	2/43
Milwaukee, Wisconsin	3/43
South Bend, Indiana	1/43

Region XI

Colorado Miscellaneous Comm. Notes	5/43 (Labor market, Agriculture -
Hutchinson, Kansas	2/43 Indians, prisoners of war).
Keokuk, Iowa	9/1/43
Sidney, Nebraska	6/9/43
Wichita, Kansas (4th visit)	12/42 & 2/43 & 7/9/43 & 12/43 & 4/44
Cedar Rapids, Iowa - Notes on Child Care & Housing	11/43

COMMUNITY SURVEYS MADE BY WOMEN'S BUREAU AGENTS IN 1943
(cont.)

Region XII		
Near Pryor, Oklahoma		4/43
Oklahoma City, Oklahoma		4/43
Tulsa, Oklahoma (2nd. visit)	12/41 &	4/43
Region XIII		
Ogden, Utah		4/43
Salt Lake City, Utah		4/43
San Diego, California area	1/42 &	11/43

Old COMMUNITY NOTES - 1942

Region #1

Groton area & other cities, Conn.		6/42	Wolfe
Worcester, Mass.	(Machine tools)	6/42	Zigler & Anderson
Springfield, Vt.	(" ")	7/42	Anderson
Keene, New H.	(" ")	6/42	Zigler

Region #4

Aberdeen, Md.		11/41	Wolfe
Elkton, Md.(Nat'l. Fire Wk)		"	" & 2/42 (2nd. visit)
Edgewood, Md.(Gas Masks)		"	"
Baltimore Md. (No sched.)		6/42	"
Radford & Dublin, Va.		11/41 & 3/42	Wolfe

Region #5

Akron, Ohio area	(Goodyear Aircraft)	3/42	M.Anderson
Cleveland, Ohio area	(Cleveland Ord)	3/42	" (no sched.)
Cincinnati, Ohio area	(Machine tools)	8/42	
Columbus, Ohio area	(Curtiss Wright)	3/42	"
Ravenna, Ohio area	(Ravenna Ord.)	3/42	M. Zigler
Sydney, Ohio area	(Machine tools)	9/42	

Region #6 (Herrin - Carbondale)

Crab Orchard Lake area, Illinois	(Illinois Ord.)	1/42	E.W. & S.T.
Joliet, Wilmington, Elwood area, Illinois (Elwood Ord. & Kankee Smokeless Pwd.)		1/42	M.Z. & "
Rock Island, Davenport, Moline area, Illinois (Fetex Corp. & Rock Island Arsenal)		2/42	" "
Rockford, Illinois	(Machine tools)	10/42	" "
Savanna, Illinois	(Savanna Ord.)	2/42	"
Burns City, Indiana	(East Coast Naval Ord.)	1/42	E. Wolfe
Charlestown, Jeffersonville, New Albany, Indiana area ((Hoosier Ord. (Goodyear Bag Loading), Indiana Ord. (Dupont Pwd. Plant), U. S. Quartermaster Depot))		12/41	"
Kingsburg, Walkerton, Knox area, Indiana (Kingsbury Ord. - Shell Loading)		12/41	E. Wolfe

OLD COMMUNITY NOTES
(Con't.)

Region #7

Childersburg, Talladega, Sylacauga, Alabama area (Alabama Ord. & Coosa River Ord.)	2/42	S. T. & M. Z.
Huntsville, Alabama area (Huntsville Arsenal & Redstone Ord.)	3/42	"
Macon, Ga. area (Naval Fuze Loading Plant)	3/42	" "
Flora, Miss. area (Mississippi Ord.)	3/42	E. Wolfe
Memphis, Tenn. area (incl. Cordora, & Millington) (Chickasaw Ord., Fisher Memphis Aircraft, Nat'l Fireworks)	2/42	M. Anderson
Milan, Tenn. area (Wolf Creek Ord. - Shell Load.)	3/42	E. Wolfe
Nashville, Tenn. area (Vultee Aircraft Inc.)	3/42	M. Anderson

Region #8

Burlington, Iowa area (Iowa Ord.)	2/42 & 4/42	E. Wolfe

Region #9

Jacksonville, Arkansas area (Arkansas Ord. - Assembly, etc.)	4/42	E. Wolfe
Kansas City, **Mo.** area (Lake City Ord. & No. Am. Aviation) (incl. Kansas City, Kansas; Lake City, Mo.)	12/41	M.A. & E.E.
St. Louis, Mo. area (Western Cartridge) &(Curtiss-Wright)	2/42	E.W. & S.T.
Tulsa, Oklahoma	12/41	M.K.A.
EAST ALTON, Ill. — 12/42 - E.W.		
PARSONS, KANSAS — 11/42 - E.W.		

Region #10

Minden, La. area (Louisiana Ord.)	3/42	E. Wolfe
Dallas, Texas (No. Am. Aviation, Inc.)	12/41	M. Anderson
Texarkana, Texas area ((Lone Star (Shell Loading); Red River Ord.))	4/42	E. Wolfe
Fort Worth, Texas	12/42	O. Gooden

Region #11

Denver, Colo. area (Denver Ord.)	12/41	E. Erickson

Region #12

Mare Island, Calif. area (U. S. Navy Yards) —		
San Diego, Calif. area	1/42	E. Erickson

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

Individual Annual Earnings

Firm name .....

Social Security No.	Occupation	Sex	Weeks Worked	Annual Earnings	Social Security No.	Occupation	Sex	Weeks Worked	Annual Earnings

Community Surveys Index - Shipbuilding Areas

		Housing singles	Housing family	Housing dorm	Recreation	Parks & playgrounds	Schools	Trailer camps	Shopping
Bath, Maine	p. 1-3	–							
Portland, Maine	p. 3-4	–							
Elizabeth City, N. C.	p. 4	–							
Norfolk, Virginia	p. 4-5	–							
Wilmington, N. C.	p. 5-6	–							
Brunswick, Georgia	p. 6-7	–							
Savannah, Georgia	p. 7-8	✓	✓	✓	✓	✓	✓	✓	
Charleston, S. C.	p. 18-26								
Mobile, Alabama	p. after 26				✓				✓

ALABAMA

(4)	Mobile	
(1)	Birmingham	2/43
(2)	Childersburg, Talladega, Sylacauga area	7/43
(3)	Huntsville	2/42
		3/42

TEXAS

Dallas	12/41
Texarkana	4/42

VERMONT

Springfield (Machine Tools) 6/42

VIRGINIA

Norfolk	2/43
Radford and Dublin	11/41 & 3/42

WISCONSIN

Milwaukee 3/43

ARKANSAS

Jacksonville 4/42

CALIFORNIA

San Diego	1/42, 11/43&7/43
Mare Island	4/43

COLORADO

Miscellaneous notes
Denver

5/43
12/41

CONNECTICUT

~~Groton area and other cities~~

Bridgeport
Hartford
Meriden
New Britain + Bristol
New Haven
Meriden
Waterbury

~~6/42~~
5/42

FLORIDA

Tampa 7/43

GEORGIA

Savannah	5/43
Atlanta	1/43
Brunswick	2/43
Macon area	3/42

ILLINOIS

Joliet, Wilmington, Elwood area 1/42

INDIANA

South Bend	1/43
Evansville	1/43, 2/43
Indianapolis	2/43
Burns City	1/42
Charleston, Jeffersonville, New Albany	12/41
Kingsbury, Walkerton, Knox area	12/41

IOWA

Keokuk — 9/43

Burlington — 2/42/ & 4/42

KANSAS

Wichita	12/41, 2/43 & 7/43
Hutchinson	3/43

LOUISIANA

Employment of Women	7/43
New Orleans	7/43
Minden	3/42

MAINE

Bath	4/43
Portland	4/43

MARYLAND

Elkton	11/41, 2/42 & 6/43
Aberdeen and Edgewood	11/41
Baltimore	6/41

MASSACHUSETTS

Worcester 6/42

MISSISSIPPI

Employment of Women (2)
Flora

7/43
3/42

MISSOURI

Kansas City	12/41
St. Louis	2/42

NEBRASKA

Sidney 6/43

NEW HAMPSHIRE

Keen (Machine Tools) 6/42

NEW YORK

Erie & Niagara Counties, Buffalo 7/43

NORTH CAROLINA

Burlington	7/43
Durham	7/43
Charlotte	7/43 , 8/43
Wilmington	6/43
Elizabeth City	3/43

OHIO

Akron	
Cincinnati	3/42
Cleveland	8/42
Columbus	3/42
Ravenna	3/42
Sidney	9/42

OKLAHOMA

Oklahoma City	4/43
Tulsa	12/41 & 4/43
Pryor	3/43
Near Pryor	4/43

SOUTH CAROLINA

Charleston 1/43& 5/43

TENNESSEE

Memphis	2/42 & 8/43
Milan	3/42
Nashville	3/42

UTAH

Ogden	4/43
Salt Lake City	4/43

SUBJECTS COVERED IN COMMUNITY SURVEYS MADE BY
WOMEN'S BUREAU AGENTS DURING WORLD WAR II

1 - Absenteeism
2 - Accidents and Safety Measures
3 - Child Care
out 3a - Community Facilities (Medical, Health, Shopping, etc.)
4 - Community Services (Laundry & Shopping only)
Community Attitude toward Women War Workers
5 - Economic Character of Area
6 - Employment of Negroes
7 - Employment of Women
8 - Farm Labor
9 - Food & Food Facilities
out 9a - General and Medical Facilities
11 - Hours
12 - Housing
13 - Labor Organizations
14 - Labor Supply and Demand (Labor Market)
15 - Part-time Workers
16 - Recreation
out 16a - Registration of Women
17 - Schools and Educational Facilities
18 - Training
19 - Transportation
20 - Turnover
21 - Type of Worker
out 21a - Utilization of Women in War Industries
22 - Wages

atca

Augusta
Main Stacks
Rm. 1330

WOMEN'S BUREAU
U.S. Department of Labor
Washington, D. C.

SUMMARY OF SELECTED COMMUNITY SURVEYS MADE BY WOMEN'S BUREAU U. S. DEPARTMENT OF LABOR

DECLASSIFIED
E.O. 12356, Sec. 3.3
Dept. of Labor Ltr. 17 DEC 82
By HRm, NARA, Date 1/29/91

November 29, 1943

U. S. Department of Labor
WOMEN'S BUREAU
Washington

COMMUNITY SURVEYS

The Women's Bureau agents have made studies of the community facilities in about thirty war industry communities, during 1943 to date. These studies were made in selected areas to determine the adequacy of the community facilities for the women employed in the plants surveyed by the Bureau. The facilities studied varied according to the type and needs of the community. Some of the subjects covered were the adequacy and source of the woman labor supply, transportation, child care, housing, food, recreation, medical and shopping facilities.

A brief summary of the findings on selected subjects in four areas is attached. These areas represent a cross section of the country and also the three major war industries - aircraft, ammunition, and shipbuilding.

Areas

1. San Diego, California - surveyed November, 1943
2. Wichita, Kansas - surveyed July, 1943
3. Elkton, Maryland - surveyed June, 1943
4. Savannah, Georgia - surveyed May, 1943

Subjects covered

1. Child care
2. Housing
3. Transportation
4. Recreation
5. Shopping and other community problems in San Diego and Savannah

I. CHILD CARE

~~CONFIDENTIAL~~

I. Child Care - San Diego, California

About 1/4 of all working women in this area have children under 16. (About 12,000 women). About 40% of the children are cared for outside of nurseries - by relatives, neighbors, friends, etc.

Turnover reports from various aircraft plants showed many women were leaving because of child care problems. At the same time reports on attendance at the nurseries show that centers are not being used anywheres near capacity, only about 50%. Some of the reasons given for this are:

1. Need for more education of the mothers as to child care facilities available and the uses of these facilities.
2. Need for more publicity on child care facilities.
3. Need for more facilities for care for children under two.
4. Need for 24 hour care of children as there is no 24 hour care in any center. The plants in San Diego are getting more and more requests for 24 hour care.
5. Fees are claimed to be too high. The fees are graduated according to family income - maximum $1 per day.
6. Rumors in San Diego, children were not being fed properly in centers, were not adequately cared for etc. Whether rumors were well founded or not, they have had some influence on use of nurseries.

Recommendations as a result of the findings of child care survey:

1. In order to simplify the child care program, there should be some uniformity among the plants in the area in regard to the shifts on which mothers with child care responsibilities are employed. Wherever possible, these women should be hired on day shift, so their working hours may coincide with nursery school hours.
2. Mothers of children under two should not be hired until adequate child care has been provided. Generally speaking, the hiring of these women is undesirable.
3. It is recommended that all defense industries within the area adopt the split shift policy thus enabling mothers who ordinarily could not work at all or not 8 full hours to work a 5 hour shift.
4. If manpower problems become increasingly critical, the possible establishment of twenty-four hour child care services should be considered.

Other Conclusions of Child Care Survey Made in San Diego

"The paramount need throughout seems to be ~~a necessity~~ for more child care facilities and a counselling service available to all working mothers desiring advice as to proper placement and care of children, working hours, family problems, and any other service which they might need. When the small number of women, who are dissatisfied with present arrangements, is compared with the number of children inadequately cared for as listed under "present arrangements for child care", it is evident that many of these mothers are either neglecting their children or are in dire need of counselling. A further need for this service is also indicated by the desire shown for nursery school care for children under two as well as the marked tendency of mothers to attach little or no significance to the necessity of making arrangements for the care of children during illness."

~~CONFIDENTIAL~~

I. Child Care - Wichita, Kansas (nearly 20,000 women are employed in the war industry plants)

Facilities available

1. Nurseries - Four nurseries for children from 2 to 6 years old, under Lanham Act Funds. Fees average $2.40 per week for the one negro nursery, $3 and $3.50 for white, and equal 60 percent of operating costs. Attendance or enrollment has not been as good as needs indicated. The highest enrollment through June 30 was 116 children, and the average attendance 75.

2. School centers for children 6 to 16 years. There are three with average attendance of about 75 children. They are supervised by elementary school principals with a few assistants who receive as payment whatever the fees amount to. The fees are 50¢ per day for each child, no meals are provided. The Superintendent of Schools does not believe in using Federal Funds for these centers, therefore no application for funds was made for school age centers. In addition to these three centers, Beech Aircraft furnished money to open a play center at another school. (Note, this survey was made in July during school vacation).

3. Foster day care program for small children. At the time of the survey, about 100 children were cared for in Foster Homes. No 24-hour day care is provided. The fee averages $1 per day per child.

Comments

The woman director of the Child Care Agency is much discouraged over the lack of interest and response shown by the parents toward the nurseries and school centers. A free counselling service is provided at the U.S.E.S. office.

The last week of school 12,000 survey blanks were sent home to the mothers through the elementary school children, asking the mothers to state if care was needed for their children during the summer months. The paper stated that schools would be kept open if parents wanted children cared for at these school centers. Buses would pick up the children.

Out of the 12,000 blanks, 200 were returned stating need for child care. When the school centers were opened only 80 or 85 children appeared.

From all these reports, as well as experience elsewhere, it is evident that a program of education for working mothers and fathers is needed to make them see the value of supervised care for their children.

I. Child Care - Elkton, Maryland (about 7,500 women are employed in the two ammunition plants; one-half are married, estimated)

No problem among the white residents but it is reported that a pre-school or day-care school would be most desirable for the negro residents. It is reported there are about 30 negro children of working mothers of the pre-school age group in one neighborhood alone, and no doubt day-care schools would be desirable in other negro sections.

A housing project for about 350 white family units expected to have a day nursery operating soon.

~~CONFIDENTIAL~~

I. Child Care - Savannah, Georgia

The surveys made to show the need for child care, before applying for Lanham funds, were very poor and did not prove the existence of need for this service, neither did they prove that the need did not exist.

Regardless of the surveys, social workers in Savannah felt that there was a problem of children being neglected because their mothers were working and they believed there has been an increase in truancy and delinquency (although this may not be due to mothers working). There are a good many small children in downtown Savannah during the day, but this might be explained by the fact that some schools are on double sessions and some children have to travel some distance to school -- because of overcrowding in the schools and shortage of schools.

The board of the Child Welfare Council applied for Lanham funds and the amount of $51,595 was approved.

The following gives a very rough idea of what the Council planned to do on its child-care program. The plan had not been entirely worked out, of course at time of Women's Bureau agent's visit (May, 1943).

1. To set up part-time care in 6 schools (3 colored and 3 white) for school-age children.

2. To take over the 5 former WPA nurseries for pre-school children and to secure 6 new centers for pre-school children. In part, these are located as follows: There are two available and satisfactory as to location and building, but running expenses and staff will be supplied by the Council (with the Lanham funds). These are, we believe, private nurseries that are "closing out" -- one, downtown, was supported by endowment that ends this June. There is to be a new center at the Nathaniel Green Housing Project. There is to be one at the Garden Homes Housing Project, and there is to be one at the Fellwood Homes Project (for colored). The center at the Josiah Tattnal Housing Project is to be enlarged.

The Council secured the approval to the above plan from the Office of Education and the school buildings needed were "promised with reluctance."

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II. HOUSING

II. Housing - San Diego, California

The OPA rental regulations have aggravated the housing situation in San Diego. The rentals were frozen as of January 1, 1942 which is the low rental season for San Diego because it is the off-tourist season. During the time from 1938 to 1941 the fleet was not in San Diego as formerly and rentals dropped very low. Consequently the rentals as of January 1942 were really at the level of 1939 - 1941 rentals.

This has given rise to many bad practices to get around the OPA regulations. Some places charge as much as $25 a month extra if there are children in the family. People looking for houses and apartments advertise in the papers that they will pay a $25 reward, or some such sum, if they can find a house. This actually means that they will pay $25 a month extra each month over and above the listed rental rate, rather than its being a lump sum payment of $25.

About 10,000 families are living in war housing units, the first 8 months of 1943, 6,000 families had been placed in war housing projects - family dwellings, dormitory apartments, and dormitory accommodations for single women, public trailers. In September 1943 there were 3,500 unfilled applications on file at the housing center, nothing available in war housing except when families leave.

The largest war housing project is Linda Vista with 19,000 to 20,000 people, preference is given to families with children.

Study was made by Employment Service of applicants from June 21 to July 3, 1943. It was found 59% of new applicants were in-migrants.

Housing appears to be the in-migrants greatest problem, with 46% of all in-migrant applicants now living in rooms. The greatest housing need appears to be for apartments. During the two weeks of the study, 191 U.S.E.S. applicants stated they needed apartments, while virtually no apartments were available as indicated by newspaper advertisements. Chief complaints of applicants about their housing were high cost, particularly of rooms and hotels; overcrowding, particularly among persons doubling up with other families; and lack of kitchen facilities.

II. Housing - Wichita, Kansas

Three Federal Housing Projects were under construction:

1 with a capacity of about 25,000 persons
1 with a capacity of about 4,100 persons
1 with a capacity of about 2,500 persons

Rent - Minimum $29 for 1 bedroom and $27.50 for 4 bedrooms.

One of the units, about completed has a nursery school which serves the day shift only - about 35 children are enrolled. Over 1,000 children under 5 years of age live in this project. Application has been made for Lanham funds for schools for other two projects.

Comments on Federal Housing Projects:

Many people do not believe these houses will ever be filled -- particularly the one with a capacity of almost 25,000 persons. According to local town groups, families do not want to move there if any other place can be found because of the isolation and lack of facilities.

II. Housing - Elkton, Maryland

Twelve dormitories were being constructed, 3 or more completed. Each dormitory houses 60 girls separate for white and colored. The rooms are pleasant; single ones rent for $4.50 per week; double for $7 per room. There are ample service facilities. There is a large commercial cafeteria three or four blocks from dormitories seating 200 or more. The cafeteria is attractive, and the food is good and reasonable.

There is also a housing project accommodating 350 white families.

The housing for whites seems to be reasonably well cared for.

There have been some surveys made regarding the housing for negroes, and after this survey it was decided that dormitories for 240 negroes would take care of the situation at present. (It is still not a definite fact whether these dormitories are for men or women, but it is thought that they are for women).

It is said by some that prior to the influx of workers there were 300 negroes in Elkton, and that now in Cecil County there are 3,000. It is not known how many are in Elkton.

II. Housing - Savannah, Georgia

The following recommendations made by the Women's Bureau agent summarizes the housing needs in Savannah:

Recommend considering more adequate housing for single women, especially if more single women are to be brought into Savannah, as is likely.

Recommend more housing for families. There is much overcrowding in at least 12% of the total dwellings occupied, according to a report made by U.S.E.S. (report states that these dwellings, having 8% of the rooms in Savannah, had 20% of the population of Savannah).

Although it is not indicated in the office of the Savannah War Housing Authority that additional housing is to be planned, it would seem that the problem should be reconsidered.

There would seem to be something of a rent-problem, where rooms for women are concerned. O.P.A. reports that those having rooms or apartments rented prior to March 15 are controlled on rates. We heard complaints from some persons that those, however, who have opened their homes to roomers since March 15th (as is being done right along) often escape control, since they had no established previous rates, and, with rooms being scarce, can charge what the traffic will bear. According to OPA, persons renting rooms not rented before the date rent-control went into effect can set a rate but this must be reported to OPA, and is subject to review by the local rent office (which has persons to look at rooms and decide whether the rate is fair), but it is possible that violations of the OPA rules would exist, since they must be reported by someone before the OPA would, ordinarily, know about them.

III. TRANSPORTATION ~~CONFIDENTIAL~~

III. Transportation - San Diego, California

Practically all of the aircraft plants visited mentioned the transportation difficulties in San Diego. There has been a committee working on this problem for the past year and one-half but still very little seems to have been accomplished.

There usually are enough buses running from the plants into town, but there are not enough buses running out to the residential areas. Almost everyone agreed that there was a need for cross-town buses which would cut the travel time for the war workers and obviate the necessity to go to the Plaza downtown to change buses which causes a traffic congestion.

There has been some difficulty in getting additional buses to meet the new needs. But there has been an even greater problem of getting drivers and operators for the buses and street cars. There is a bus parked on one of the downtown streets with a sign on it reading:

JUST ONE OF MANY BUSES IDLE FOR LACK OF DRIVERS.
UNCLE SAM WANTS YOU TO DRIVE A BUS OR STREET CAR
TO FIGHT THE BATTLE OF TRANSPORTATION.

The San Diego Street Railway Company is now recruiting women bus drivers in the midwest.

III. Transportation - Wichita, Kansas

Public buses run every hour to the Boeing plant. Cessna and Beech Aircraft have bus transportation only at the change of shifts. There is no bus to Culver Aircraft from downtown but the majority of workers come from Newton and other towns in the vicinity of Culver Aircraft which is quite a distance from the city. It is a relatively small plant. The workers share rides in private cars.

Employees of Boeing, Cessna, and Beech must come downtown to take the plant bus unless they live along the road to the plant.

Buses are badly crowded at change of shifts, but on the whole transportation seemed better in Wichita than in many of the boom towns. A great many private cars are still used but there is a shortage of mechanics to service these cars.

III. Transportation - Savannah, Georgia

The plants visited feel that the transportation problem is not too great at present. Many workers come in private cars (pooling of cars). Buses run near or right to the plants. There are more frequent runs of buses at changes of shifts. There are some special buses for the Southeastern Shipbuilding Co. yard and new housing projects near this large shipyard have helped relieve the transportation problem there. However, many plants are served by old buses -- every one available has been brought into use -- and there are occasional break-downs of buses. At shift changes all buses are overcrowded. At such times the "Jim Crow Law" is more honored in the breach than in the observance and some plants feel that there is occasionally a danger of a flare-up of racial prejudice. Workers often have to wait for some time to get into a bus, due to overcrowding. Fortunately, the plants are not very far from the center of Savannah, for the most part, and the bus-ride is not long.

~~CONFIDENTIAL~~

IV. Recreation Facilities - Wichita, Kansas

Wichita has more facilities for recreation than most boom towns. The problem here, as in other wartime industrial centers, is how to secure the interest and participation of the workers. Recreational leaders believe that the lack of interest shown by many women workers is due to the following causes:

1. Inadequate diet
2. Transportation difficulties
3. Timidity and self-consciousness

Available Recreational Facilities:

U.S.O. Clubs

U.S.O. - Y.W.C.A. located downtown
U.S.O. - N.C.C.C.S. located in a residential area on the road to Boeing.
U.S.O. - Y.M.C.A. Negro club in a residential area

Y.W.C.A. - three buildings

Residence
Administration and Activity Building
Negro Branch

Club Rooms and Activities of the Aircraft Companies

Cessna Club - located downtown - with ballroom, lounge, pool room, snack bar, etc.
Beechcraft A.E.I. Club located downtown (for office workers only)
Boeing Airplane Company Recreational activities
Aero Parts Manufacturing Co., Recreational activities

Boeing Community Meetings

Several months ago the Boeing Company instituted Community meetings in Wichita and surrounding towns to promote better relationship between the company and the community. These meetings have been held in school buildings and parks. The Boeing employees, their families and friends are invited. Thus far, 54 meetings have been held in different sections of Wichita, including the Negro section of the city, and about 14,000 persons have attended. The average attendance is 250. About 80 percent of the group is usually Boeing employees and their families.

The program consists of:

(a) Movies -- one colored film of the Boeing plant and a Donald Duck or some such feature. Sometimes they have films released by the Army Air Force.
(b) Music -- Orchestra or Vocal numbers. Community Sing.
(c) Special features

IV. Recreation Facilities - Elkton, Maryland

Elkton is a fine example of a small town that has worked out an excellent recreation program for its war workers. The Elkton women and the churches have most successfully cooperated with the recreation workers and have given various kinds of group parties.

Community recreational buildings for both the dormitories and the housing units, are being constructed and have facilities for group recreation - auditorium,

clubroom, lounges etc. The U.S.O. activities are for soldiers, sailors and war workers. The U.S.O. has a small building where open house is held from 9:30 A.M. - 11:00 P.M. week days; 2 - 11 P.M. Sundays. There are two white and one negro U.S.O. workers and two recreation workers connected with the Federal Housing projects. They plan all kinds of group activities - dances at the Armory, parties, ball games, bingo parties, picnics etc.

IV. Recreation Facilities - Savannah, Georgia

Facilities:

Little is available in commercial recreation facilities.

Some plants have a few recreation facilities - women are not using these forms of recreation to any extent.

Some of the housing projects have community buildings but not much has been done about organized recreation in these buildings. Other agencies are not allowed to use the buildings which makes it difficult to carry out their plans for decentralized activities.

U.S.O. - Y.W.C.A. and U.S.O. - N.C.C.S. are supposed to include the industrial women in their program. However, at first the Y.W.C.A. board objected to use of the building for the industrial women's recreation but later they were allowed to use part of the building. Although the Catholic U.S.O. director at first catered only to the service men and wives in the beautiful building at her disposal, later she attempted to build up a program for the industrial woman worker but could use the building for women only in the daytime - of course of no use to the woman worker, only to the servicemen's wives.

The recreation situation in Savannah may best be summed up in this statement by a local recreation representative of Community War Services:

Nothing as yet is being done for the industrial workers in regard to recreation--although there is even, perhaps, too much USO work for service men. "You can't talk much about this here or stimulate interest and cooperation because people think these workers have the money to buy their recreation--only there is almost no worth-while recreation to be bought in Savannah. There are, practically, only the movies and the taverns and Jive Places."

The Unions now have plenty of money and could start a recreational program.

The needs for playgrounds and community centers have been met in part out of public funds. However, there is the need, in this connection, of money for equipment, and the salaries for actual recreational or play leaders, and the wages for the necessary help, such as janitors. There are too many paid coordinators going around, and not enough actual workers on the recreation job, so that the coordinators have nothing to work with. (Too many generals and not enough privates.)

It is next to impossible for "surveyors and coordinators" to get the facts on the need of recreation for industrial workers or to learn what these workers want or would use. The only practical way to start such a program is to do less paper-planning at the top and start a few paid recreational workers on the job here and there. They will get a few persons interested and, as more and more participate in the recreation offered, new programs can be offered to meet the interests and desires of the participants. (Agents believe that most practical workers in the field of recreation, who have had real experience on-the-job in supplying recreation, would agree with this opinion).

IV. Shopping Services and Other Miscellaneous Problems - San Diego, California

Food Shortage, Shopping Problems, etc.

Food shortages were reported by almost everyone contacted and it was considered a contributing cause to turnover among women because of the resulting difficulties in shopping. Food allotments into San Diego are based upon the 1940 civilian population which was around 200,000, and the present population is estimated as approximately 400,000. And no consideration is given to the great number of military installations in the area, and the great number of relatives and friends coming into San Diego because of the men stationed at these installations.

Mr. Lyman Dixon of the Wage and Hour Division assisted on a survey made in January 1943 which revealed that 70% of the customers in the restaurants were military personnel. This means that there are shortages of food for the civilians eating out, and it makes all the eating places very crowded for war workers. Thus, women working in the war plants would have difficulty in taking their families out to eat in public eating places.

The stores and meat markets close at six o'clock and very often there is nothing left for them to buy when they reach the store. Many of the women counselors said that women complained of shopping difficulties with the stores not staying open nights, and the shortages of food and merchandise when they did get into the stores. Some of the women workers contacted personally also complained of this. There was one example cited of a woman having to go to eight different stores before she could get a quart of milk.

The banks in San Diego close at 3pm just as during peace times which makes it very difficult for workers on the day shift to attend to banking matters. The Bank of America is constructing a branch bank near the Consolidated plant, and there is a tentative understanding that it will stay open late. This will be the first bank in San Diego providing such service.

Limited Laundry Service

Those in the armed forces are given priorities in deliveries of laundry and as a result it sometimes takes civilians as long as three weeks to get their laundry back. This was believed one of the causes of high absenteeism among some women war workers. Mr. Woodhead, President of Consolidated Vultee, was reported as having made the statement that he considered the laundry problem one of the chief causes of absenteeism among women at Consolidated.

The laundries have had great difficulty in getting workers because of low wage rates. The rates for most of the laundry workers are from 45 cents to 55 cents. Five of the thirty major laundries in San Diego filed Form 10's with the War Labor Board for wage increases. These were rejected by the War Labor Board because the labor situation was considered not so critical if only five of the thirty filed application. Then also, the Area War Manpower Commission had made some statement that women workers should be available for laundry work because of the number laid-off at Rohr Aircraft, the women who had left Consolidated, and the women coming into San Diego to join their husbands in the armed forces. However, in actual practice, few of these women were willing to work in the laundries at the wage rates offered. Now all thirty major laundries are in the process of filing Form 10's for increases in wage rates.

IV. Shopping Services and Other Miscellaneous Problems - Savannah, Georgia

Laundry-service is inadequate for the increased population. Department stores are small and there are few specialty shops, so that it would not be easy to buy much. The chief problem in this connection, reported by many workers, is that the stores are crowded when they are free to buy and that supplies are often exhausted. Stores are open one night a week, but should be open two. In arranging for their summer half-holiday, recently, and finding from WMC that they must work a 48-hour week, they decided to open earlier in the morning rather than remain open an extra evening.

The National Geographic Magazine
September, 1943

WARTIME WASHINGTON

by
William H. Nicholas

War has changed the face of Washington. Fifty-three acres of temporary wooden office buildings replace peacetime greensward. Most of them encroach on more than a mile of the open stretch between the Capitol and the Lincoln Memorial.

A mountain of buildings created to house and operate the biggest industry in the world — the war government of the United States — overflows the District of Columbia into adjoining Maryland and Virginia.

Massive as the Great Pyramid of Egypt is the Pentagon, headquarters of the United States Army, which rises just across the Potomac River in Arlington County, Virginia.

A Dormitory with 6,160 Rooms

No hotel can compare in size with Arlington Farms, Virginia, a Federal dormitory project with 6,160 rooms for "government girls," both civilian and military.

Today the first outstanding landmark for motorists approaching Washington from the north is the gleaming 270-foot tower of the huge new National Naval Medical Center near Bethesda, in Montgomery County, Maryland

Population of the Capital and its environs has jumped 25 percent since Hitler invaded Belgium, the Netherlands, and France. In all the Nation, only the war-boom areas of Mobile, Norfolk, San Diego, and Corpus Christi, Texas, have grown faster.

A million and a quarter people, from every State in the Union and our islands, are here now. They tax streetcars and buses, search for places to live, jam stores and motion-picture theaters, crowd the streets, fill the parks, and stand in line at restaurants.

A civilian army of 283,000 Federal workers in Washington more than doubles the peak figure for World War I.

The Public Buildings Administration transformed downtown Washington with temporary office buildings, erecting them so swiftly that they seemed to spring up like victory gardens.

"Tempo" Buildings of World War II

Design of a typical two-story "tempo" follows roughly the shape of your hand. The main building, corresponding to the palm, is about half a city block long and and some 50 feet wide. Five wings, or fingers, jut out from one side. Fireproof cement-asbestos board, in a neutral shade of brown gray, faces the outer walls. Foundations are brick or concrete.

The first tempos were build before Pearl Harbor for our expanding Navy. After war came, construction was stepped up. Tempo R, which cost $750,000, was built in 38 working days, a record.

When priority snarls threatened delay, private builders threw in reserve supplies of materials to complete the jobs. Some buildings were jammed with thousands of war workers before they were finished.

This war's tempos, trim, well lighted, and well ventilated, are more pleasing to the eye than the ones which dotted the Mall during, and long after, World War I. Most are severely plain. An exception is the U. S. Information Center, across from the Treasury. Designed along more classic lines, it has a pillared entrance.

Washingtonians wonder what the fate of these buildings will be after the war. They remember the "temporary" Navy and Munitions Buildings, fronting on Constitution Avenue near the Lincoln Memorial, which were built for the last war and are still there. The Munitions Building housed the Army until the Pentagon was completed. The Navy Building still is headquarters for the Navy.

All around, new tempos have sprung up to give the Navy more room. Two covered bridges span the reflecting pool east of Lincoln Memorial to connect four new wings with the old Navy Building (Plate VII).

Drive down Constitution Avenue from Navy headquarters to the Capitol and you will see more of these tempos along the way. Some have been pressed into service by the Army's Quartermaster General and the Chief of Engineers; other house thousands of civilian employees of the new war agencies.

Motor back by way of Pennsylvania Avenue and see how war has changed the White House scene. Formerly visitors could roam through the White House grounds and visit some of the rooms in the mansion.

Now armed soldiers stand guard outside the wrought-iron fencing and bar pedestrians from a block of sidewalk on the Pennsylvania Avenue side. Little ceremony marks the changing of the guard, mere military routine conducted under the eye of a sergeant.

The narrow streets which separate the White House from the Treasury, on the east, and the State Department, on the west, are closed to traffic. On a stretch of the Ellipse, adjacent to the Executive Mansion, rises an Army barracks where troops on guard duty are quartered.

White House Adds a Guest House

Presidents, premiers, monarchs, and military leaders from other lands come to see President Roosevelt with little fanfare. Wartime keeps the White House so crowded that historic old Blair House, across Pennsylvania Avenue, has been acquired to accommodate visiting notables.

Troops guard the Capitol, the bridges, and buildings housing military units. From the tops of office buildings peep muzzles of antiaircraft guns, or the military caps of some of their crews. The soldiers are part of the garrison of the Military District of Washington.

Yellow air-raid shelter signs gleam from hundreds of buildings. Daytime raid drills halt traffic all over the city. Hotels, restaurants, and night clubs press ingenious blackout equipment into service if the alarm sounds after dark.

More than 200 private office buildings, or parts of them, now are government-leased, along with five apartment houses and a downtown hotel.

Peacetime government agencies moved to some 55 cities scattered throughout the Nation to give more room for war work. The Patent Office started the migration when its first vanload of equipment rolled off to Richmond, Virginia, on January 31, 1942. Within a year, the Public Buildings Administration had moved 7,720 vanloads of household equipment out of Washington.

Some of the employees of the departing agencies stayed in the Capital to take war jobs, but the net result was to transfer some 35,000 government positions out of the District of Columbia. When the Railroad Retirement Board went to Chicago, office equipment filled 102 railroad cars.

The Army's Amazing Pentagon

Wonder structure of the metropolitan area is the Pentagon Building. From this giant War Department headquarters, a staff as large as the population of Hagerstown, Maryland, directs the operations of the United States Army on the fighting fronts and in training.

Army Engineers could not find enough available space in crowded Washington when they got ready to erect the Pentagon. So they selected a 320-acre site in Virginia, about three miles from the White House.

Join the morning rush-hour cavalcade from Washington over the Potomac. Once across the Highway Bridge, your driver enters a maze of highways and clever-leaf intersections. No red lights delay him. The huge five-sided, five storied Pentagon looms ahead.

Parking Lots for 4,000 Cars

If you are in a private automobile, you may enter one of two vast parking lots, each with a capacity of 4,000 cars. Under the Pentagon car-pooling system workers' automobiles average three riders each. This saves tires and gasoline and also relieves the heavy demands on public buses to the Pentagon. More than 5,000 cars are registered in the pool.

If you are one of the 15,000 daily bus passengers, you ride directly into the building to a series of loading and unloading platforms, where hurrying workers, uniformed guards, stairways to the concourse, and change booths remind you of New York's subway stations.

At the Pentagon entrances Army officers, enlisted men, and civilians stream past guards who check their identification cards (Plate X). Then the workers fan out through 16½ miles of main and auxiliary corridors to reach their offices, and go from one floor to another by ramps and escalators.

Office equipment includes 21,000 desks, 140,000 chairs, and 1,500 electric clocks. Scattered about the corridors are 650 drinking fountains. Seven hundred janitors and charwomen keep the building clean.

Eight cafeterias, two dining rooms, and ten beverage bars serve 55,000 meals a day. For 35 cents you can buy a lunch of meat, two vegetables, bread, a beverage, and a dessert or salad. In the center court you can eat outdoors on a pleasant day at a large circular lunch bar.

The Pentagon is one of the world's largest sellers of hot coffee. Workers buy 25,000 cups every 24 hours, if that much is available. Often the beverage bars hang out "no coffee today" signs; sometimes sugar and ice cream are lacking.

Non-coffee drinkers buy 3,250 quarts of milk and 17,000 bottles of soft drinks every day.

Civilian employees work at least 48 hours a week; hundred of officers are on duty many hours longer. Stores in the building serve those who do not have time to shop in downtown Washington.

Any worker may patronize the Pentagon shopping service, drug-store, or bank. The barber shop, operated under Army Post Exchange regulations, is limited to military personnel who can't find time for a haircut and shave outside.

An emergency infirmary cares for civilians who become ill or are injured. Two physicians, a registered nurse, three technicians, and four volunteer Nurses' Aides are on duty daily. The War Department General Dispensary looks after military personnel.

Last February the American Red Cross opened a permanent blood-donor center in the Pentagon. Donors average about 100 a day.

An amazing network of 68,000 miles of wire connects the Pentagon by telephone with the rest of the world. Engineers of the Bell Telephone System developed the giant switchboard, big enough for a city of the size of Albany, New York. Workmen laid 250 tons of submarine cables in the bed of the Potomac River to link the building with the central Washington office.

In a single day the War Department places more than 100,000 local, 1,500 long-distance, and 125,000 branch telephone calls.

In large conference rooms with map-covered walls, high-ranking officers gather to plan American military strategy the world over.

Luxury Airliners Go to War

Close to the Pentagon Building and three and a half miles from downtown Washington is the Washington National Airport at Gravelly Point (Plate XIV). Most of its 729 acres are "made" land, gravel dredged up from the huge bed which underlies the Potomac here and gives the site its name. Part of the field includes the ruins of the old Custis home where the adopted children of George Washington lived until he took them to Mount Vernon.

Two years younger than La Guardia Field in New York, the National Airport was the last big commercial airfield built before the war. It belongs to the Nation and is operated by the Civil Aeronautics Administration.

From the time of its opening in June, 1941, until the war clamped a lid of secrecy on its operations, the airport was a show place for visitors to the Capital and a paradise for camera fans.

By February, 1942, monthly passenger arrivals and departures had approached the 50,000 mark. Today cameras are barred; commercial traffic has been cut in half.

The Air Transport Command has headquarters here. Once bright and shiny airliners wear full military camouflage.

Their pilots are the men who gave up their Washington-Detroit and Washington-Atlanta runs to fly the big transports, stripped of luxury fittings, to Dakar, Natal and other overseas points.*

Most of the men who serviced these planes in peacetime now are in the Army Air Forces. Today curly-haired girls heave mail sacks and baggage aboard the commercial liners still flying.

Wait, and the World Will Come to You

Since Pearl Harbor so many prominent overseas guests have arrived at the National Airport that their names read like a roll call of United Nations' leaders. Among them have been Great Britain's Prime Minister Winston Churchill and Foreign Secretary Anthony Eden, the Soviet Union's Foreign Commissar V. M. Molotov and Ambassador Maxim Litvinov, and many distinguished officials from Latin-American republics.

Headquarters of the Marines fills a large section of the Navy's new Arlington Annex, which stands on a rise overlooking both the Pentagon and the National Airport.

The Navy's Bureau of Personnel is another important tenant of the sprawling three-story building. A year after its occupancy, in October, 1941, its 10 acres of floor space were crowded by 5,000 workers. Now a fourth story is being added.

The Army Signal Corps now occupies Arlington Hall, girls' finishing school before Pearl Harbor.

Before the war, visitors to Arlington National Cemetery stood upon the pillared portico of Robert E. Lee's home and from that vantage point looked across the Potomac upon the city of Washington. They cast only fleeting glances at the expanse of trees and grassland in the foreground, between the cemetery slopes and the mk river's edge.

Today this area belongs to the WAVES, WACS, women Marines, and government girls. Most of it is the site of the Arlington Farms project of ten "duration residence halls," each with rooms for 610 girls. Four additional halls are being completed for some 2,500 WAVES. Adjoining are WAC quarters, military barracks with feminine refinements.

Aim of the Arlington Farms project is to house thousands of girls, who have come here from all parts of the United States to do war work, in pleasant and healthful surroundings.

Gilbert Stanley Underwood, designer of the famous recreation center of Sun Valley, Idaho, was the consulting architect.

When a government girl moves to Arlington Farms, this is what she finds:

* See "American Wings Soar Around the World," by Donald H. Agnew and William A. Minney, National Geographic Magizine, July, 1943.

A vast community with a tree-lined "Main Street," shady walks, and grounds rapidly being landscaped. Ten sprawling, two-story wooden dormitories, opening on wide courts. A recreation hall with an auditorium and 12 bowling alleys. A central restaurant which will seat 1,500; a canteen or shopping center, and an infirmary. A branch of a downtown Washington department store and a mammoth beauty shop. Outdoor tennis, deck tennis, badminton, croquet, and soft-ball courts. An archery range.

Passing through a decorative doorway to her dormitory, she enters a public lobby, with a big dance floor flanked by "dating benches," similar to those in drugstore ice-cream booths. Inside the entrance is a reception desk and a small canteen and lunch bar.

Her comfortably furnished room, opening on a long corridor, is small, and costs her $25.50 a month. In selecting it, she had her choice of a dozen color combinations in wall and furniture decoration. Her single bed has a mohair cover. Her lounging chair and ottoman are upholstered to match. She has a reading lamp, table, rug, dresser, cosmetic cabinet with mirror, and a storage closet. Windows have Venetian blinds, chintz drapes, and blackout panels.

Girls in one dormitory voted the ottomans and cosmetic cabinets the most highly prized items of furniture. Equipment for each room cost the Government less than $70.

Lounging alcoves lie along the corridors. Across from the alcoves are kitchenettes, where groups of girls may prepare informal snacks. Each dormitory has half a dozen bridge rooms. Even more essential are the ironing rooms, each equipped with a dozen boards and two stationary tubs.

Arlington Farms is a ten-minute bus ride from downtown Washington, and within walking distance of the Pentagon and Navy Annex. One contingent of WAVES and women Marines occupies a civilian dormitory now, waiting for its own quarters to be finished.

Bathing habits of the WAVES puzzled Arlington Farms engineers at first. Hot water boiler capacity for their building was the same as that for the civilian dormitories. Yet every morning the WAVES promptly ran out of hot water.

Then the engineers saw the light. Civilian girls went to work at various times; hence they arose at different hours. They did not all bathe at once, and the boilers had a chance to replenish the hot water. In true Navy fashion, the WAVES arose at the same time, and each wanted a bath at the identical moment. The only answer was to add another boiler to the heating plant.

The Arlington dormitories are named for States. Alcott, Barton, and Curie Halls in West Potomac Park are named for famous women. Midway and Wake, at Langston, are for Negro girl employees of the Government.

A County Grows into a City

Before the war, most of Arlington County was made up of suburban and rural communities. In 1940 its population was 57,400. Today that many war workers and their families have moved in to double the figure.

Visit Arlington and you find it in appearance a solidly built-up city. Yet it has no mayor or city council; county officials administer its civic affairs through a county manager.

Builders spent $15,000,000 in two years on huge apartment-house developments, filling the gaps between Arlington's hamlets and providing more than 5,500 homes. Federal housing agencies built 4,400 temporary dormitory and family dwelling units, exclusive of Arlington Farms.

Despite gasoline and tire rationing, automobile license tags issued in Arlington have doubled in number in the last four years. The county enlarged its 26 public schools to provide for more than 2,000 additional pupils. Six new churches have been built.

The Army has opened a pontoon bridge across the Potomac River to relieve traffic congestion on the Arlington Memorial, Highway, and Francis Scott Key Memorial spans.

The new National Naval Medical Center is the chief wartime activity in Montgomery County, Maryland, which adjoins the District of Columbia to the north.

As motorists whirl by the hugh steel and concrete building, its central tower flanked by long L-shaped wings, they are likely to exclaim, "Why, that must be the biggest naval hospital in the world!" They are wrong.

The Medical Center comprises a postgraduate medical school and dental school, a medical library of more than 40,000 volumes, a research institute, and an 800-bed hospital.

At the same time that patients are being cared for on upper floors, a classroom below may be filled with medical officers, hospital specialists, and hospital corpsmen, studying tropical medicine just before going to duty at sea or with combat troops ashore.

In another room specialists may be lecturing on brain surgery, psychiatry, or orthopedics. A group of newly commissioned dental officers may be learning naval hygiene. In a laboratory, technicians may be processing blood plasma.

Sailors, Marines, and Coast Guardsmen, wounded in action in both the Atlantic and the Pacific combat zones, are recovering at Bethesda (Plate IX). One group consists of difficult cases which require especially expert care. Many of the specialists on the staff here are reserve officers who in civilian life were noted authorities in their fields.

Other patients are men whose homes are near Washington. The Navy knows that wounded men recover faster and return to duty quicker if they can be near home and relatives while they are mending.

Sgt. Ralph A. Johnson, 22 years old, of Waynesboro, Virginia, was one of the United States Marines who landed on Guadalcanal that historic day of August 7, 1942. Within a few minutes a Jap struck Johnson on the head with the butt of his rifle, but like a good leatherneck Johnson shook off the blow and kept on fighting. Finally, in November, the Japs hit him in one leg with machine-gun bullets.

Hospital corpsmen picked up the wounded Marine and carried him to a battalion aid station, where they administered blood plasma which saved his life, and set the broken bone. On the same day he was evacuated to a field hospital on the island.

At 5 o'clock the next morning Johnson was put aboard a DC3 ambulance transport plane with eleven other stretcher cases and six "walking" casualties, a Navy doctor and a hospital corpsman. Two and a half hours later the plane arrived in the New Hebrides, where the Marine sergeant received expert care at an advanced base hospital.

Several days later he was put aboard a hospital ship which carried him to a larger base hospital "somewhere" in the Southwest Pacific, out of the zone of action. After threatened bone infection had been arrested and his conditionswas satisfactory, Johnson sailed to the west coast of the United States aboard an evacuation transport which carried a large complement of medical officers and attendants. From the Naval Hospital in Oakland, California, he came to the National Naval Medical Center to complete his recovery.

Public Health Service Goes to War

One of the oldest Federal agencies, the United States Public Health Service, has given up its office building on Constitution Avenue for the duration and is housed in a tempo on the grounds of the National Institute of Health, opposite the Naval Medical Center near Bethesda. The Institute is the research branch of the Service.

Ninety percent of the resources of USPHS have been channeled into war work. Its commissioned corps of medical, dental, and engineer officers directs projects in hundreds of critical war areas to control malaria, venereal diseases, tuberculosis, and typhus fever. USPHS also provides medical care for merchant seamen in its marine hospitals, including psychiatric treatment for those suffering from effects of enemy attack at sea. Its nurse-training program calls for the recruiting of 65,000 nurses a year.

The Army Medical Corps' famous Walter Reed Hospital, in the District of Columbia, has overflowed into Montgomery County. The Army took over National Park College, fashionable girls' school at Forest Glen, Maryland, about a year ago and turned it into a retreat for convalescent soldiers.

Main building, dining room, and sorority houses are as the girls left them. Recuperating soldiers walk on deep carpets or over 152 acres of lawn and woodland. Some play table tennis in the huge old ballroom while others cheer them on from tiers of balconies which stud the walls. The Army wanted a place where Walter Reed patients well on the way to recovery could mend psychologically as well as physically. About 500 of them now are doing just that.

Another girls' school, Mount Vernon Seminary, has been taken over by the Navy.

Navigation charts for our warships at sea, our Air Transport Command, and our Merchant Marine come from the Navy's new Hydrographic Office east of Washington, in Suitland, Maryland. Here the presses turn 24 hours a day to meet the tremendous demands of a war fought on all the seas.

Dwarfing the Navy plant is the new $4,000,000 Census Bureau building near by, which has been open for a little more than a year. A temporary "duration residence hall" similar to those in the Arlington Farms project houses some of the Census workers and Navy map makers.

A Parade of Alphabetical War Agencies

What are these war agencies with alphabetical designations whose "duration" employees have filled Washington to overflowing? In what surroundings do they carry on?

All stem from the White House, for they are branches of the Executive Department and were set up under authority granted by Congress. A staff of 756, quartered in both the east and west wings of the White House, works long hours to help the President and Commander in Chief fulfill his strength-taxing duties. Late strollers in Lafayette Park see lights burning in the offices across Pennsylvania Avenue every night.

The new Social Security Building houses a group of big emergency agencies under one roof. Social Security Board workers saw this magnificent structure rising on Independence Avenue in 1940, and looked forward to occupying the new offices. But war ended their anticipation, and many of them now are working in New York, Baltimore, Philadelphia, New Orleans, Chicago, and San Francisco area offices.

Agencies whose alphabetical abbreviations are household words — WPB, ORD, WMC, OWI — center their activities in the Social Security Building.

A Washington staff of 14,000 helps the War Production Board harness American's industry to the job of turning out war materials.* These employees handle the directives which take steel from automobiles and bed springs and put it into tanks, guns, and ships; take away plastics from combs and phonograph records and put them into airplanes. WPB issues the priority orders which authorize the use of raw materials for military and civilian needs.

How soon will the Nation's automobiles get the synthetic tires necessary to keep them rolling indefinitely? That is the question the Office of Rubber Director, a part of WPB, is doing its best to answer.

Only a part of the WPB staff works in the Social Security offices; the rest are quartered in 22 other buildings all over the city, including the new District library and several tempos on the Mall. Shuttle buses on regular schedule carry executives and messengers between distant offices.

Business men come to Washington at the rate of 17,000 a week to confer with WPB officials. Writing letters to those who don't wears out more than four-and-a-half miles of WPB typewriter ribbons in the same length of time.

To keep morale and efficiency high, WPB employees have their own symphony orchestra, choral societies, and sports groups.

Whether men shall fight or work comes under the scope of the War Manpower Commission, which has a staff of about 2,500 in Washington. WMC includes the Selective Service System, with its network of 6,500 draft boards all over the country, and the United States Employment Service.

*See "Miracle of War Production," by Albert W. Atwood, National Geographic Magazine, December, 1942.

WMC overflows its Social Security headquarters into four other buildings, one an 11-story structure on Pennsylvania Avenue near the White House.

OWI Imports -- and Exports -- Words!

Newspapermen and magazine writers have come from all over the Nation to help operate the Office of War Information.

The huge OWI newsroom in the Social Security Building resembles those of the big city dailies, with teletypes clicking and scores of writers pounding out copy on their typewriters. OWI's foreign branch sends news to occupied and enemy countries by short-wave radio. Daring OWI men stationed in Allied countries adjoining battle zones smuggle United Nations' literature into hostile territory.

Hundreds of colored pins on a huge map in the Department of Commerce Building mark battlegrounds in the Western Hemisphere. They show where the American republics are waging war on mosquitoes, snakes, fleas, sting rays, electric eels, and carnivorous ants.

Blue pins locate hospitals, dispensaries, clinics; black pins, sewage plants, water systems, drainage ditches; red, United States medical units; green, nurse-training and health-education posts.

From the Washington headquarters of the Office of the Coordinator of Inter-American Affairs, our medical "battalions" are ordered to the front to do their share in this joint warfare. Floating dispensaries traverse more than 2,000 miles of the Amazon. Health projects are under way in Guatemala, Honduras, El Salvador, Nicaragua, Costa Rica, Panama, Venezuela, Columbia, Ecuador, Paraguay, Bolivia, Haiti, and Peru.

This all-American health campaign, one of many OCIAA activities, safeguards workers and thus increases the flow of rubber, fiber, metals, vegetable oils, and other war materials to North American factories.

Nation's Output Now Six Ships a Day

Women become expert welders.

Midwestern farm boys sail the Seven Seas.

Six big new ships go down the ways of the Nation's shipyards every day.

All are part of the biggest shipping job in the world, headed up by the U. S. Maritime Commission and the War Shipping Administration in Washington.* A staff of 3,800 takes care of the details of a program which produced 8,000,000 deadweight tons of shipping in 1942 and will more than double that figure this year.

Boys from every State in the Union, many of whom never saw an ocean before, enroll at schools on both coasts to learn to be seamen. Biggest of these schools, operated under WSA supervision, is at Sheepshead Bay, Long Island, where several thousand students are taking courses at the same time.

* See "As 2,000 Ships are Born," by Frederick Simpich, National Geographic Magazine, May, 1942.

Mass production of Merchant Marine sailors must reach 16,000 officers and 82,000 men this year to handle the new ships.

Not even the Post Office Department touches at first hand more people in the United States than the Office of Price Administration.

When do we eat -- and what?
May I have a new pair of shoes?
How far can we drive from here, and where to?
Please, may I have a pair of rubber overshoes?

Sounds like questions the children used to ask father and mother. Now 134,000,000 people ask their Government directly or indirectly through OPA.

OPA rations meats, butter and other fats, canned fish, cheese, canned and processed foods and vegetables, coffee, sugar, shoes, automobiles, tires and tubes, gasoline, fuel oil in 32 States and the District of Columbia, industrial rubber footwear, bicycles, typewriters, and coal and oil stoves.

OPA also sets ceiling prices to be charged for scores of commodities in its battle to keep the cost of living from soaring out of bounds.*

It takes a brand-new Federal building, a temporary structure on the Mall, and the historic Old Pension Office where inaugural balls once were held, to house the OPA offices. Altogether, OPA has 51,000 employees, but only one tenth of them work in the Capital.

OPA does not determine what commodities should be rationed. It carries out the orders of other agencies in direct charge of various products.

Whole divisions of troops move from camps to embarkation centers by rail. Trainload after trainload of war supplies arrives daily at our Nation's seaports. Last winter 70,000 tank cars carried fuel oil to eastern States to help relieve a critical shortage. How can the railroads cope with these taxing wartime demands and meet civilian transportation needs at the same time? It is the job of the Office of Defense Transportation to supply the answer.

In a room of the new Post Office Building teletypes click with daily messages from 215 railroad terminals, telling ODT where the country's freight cars are. ODT men at our seaports wire daily summaries of rail traffic conditions. Armed with this knowledge, ODT can systematically move troops and war supplies, avert the traffic jams which were so serious at our ports in World War I, and fill essential civilian wants.

Listening in on Tokyo and Berlin

Short-wave radio monitors sit in sound-proof rooms, listening to stations in Japan, Rome, Berlin, and other enemy cities.** They are employees of the Federal Communications Commission.

FCC listens in on all official broadcasts of foreign countries and analyses Axis radio propaganda. Reports go to the State, Navy, War, and other vitally interested departments.

* See "Farmers Keep Them Eating," by Frederick Simpich, National Geographic Magazine, April, 1943.
** See "Winged Words--New Weapon of War," by F. Barrows Colton, National Geographical Magazine, November 1942.

From the Federal Trade Commission Building, where Pennsylvania and Constitution Avenues cross, the Office of Censorship keeps a watchful eye on American radio, newspapers, and magazines. Editors, including those of your National Geographic Magazine, are on their honor to observe the Codes of Wartime Practices which forbid printing of military facts which would help the enemy.

The office of the Lend-Lease Administrator in Washington was originally intended to be the living room of an apartment. It is in a new eight-story brick building, taken over by the Government just before its completion.

On the north wall of this room hangs a map of the world, with lines leading from the United States across the Seven Seas. Width of each line indicates the volume of munitions, food, and industrial supplies which moves week after week to our allies of the United Nations. The wider the line, the heavier the volume.

A small staff in adjoining offices helps direct the tremendous Lend-Lease program.* Actual acquisition of goods for shipment is handled through the procurement divisions of other Government departments, such as War, Navy, Agriculture, Treasury, Maritime Commission, and War Shipping Administration.

From a rambling tempo on the Mall, the long finger of the Office of Economic Warfare extends into every corner of the world where material or information of value to the United Nations is likely to be found. This new agency, created by Presidential order on July 15, 1943, took over the duties of its predecessor the Board of Economic Warfare.

Roughly, the United States acquires about $2,000,000,000 worth of strategic materials annually; controls the export of all materials except Lend-Lease and military shipments; and gathers information on the economic status of every country, particularly enemy nations. Many goods are bought abroad, not because we need them badly, but to keep them out of enemy hands.

When the Office of Civilian Defense took over a 12-story apartment house on elmringed Dupont Circle just before Pearl Harbor, residents were loath to move out. All finally did so, except one elderly woman who still clings to her twelfth-floor apartment. Below her, 800 OCD employees prepare the Nation for possible air raids and other wartime emergencies.

The war has increased the scope of nearly all the permanent Government agencies in Washington. For example, the job of financing the war, including the printing of war bonds and stamps, requires the services of 75,000 employees in the Treasury Department (Plate XI). One third of them work in the Capitol, the rest in the field.

The National Bureau of Standards today is a military area. Ninety percent of its secret scientific work is directly connected with the war. A heavy iron fence encloses the Army-guarded grounds. No visitors are admitted except American nationals who have business with some branch of the Bureau. The staff has been increased to 2,300, more than double our peacetime number.

* See "Lend-Lease Is a Two-way Benefit," by Francis Flood, National Geographic Magazine, June, 1943.

National headquarters of the American Red Cross, flooded with war work, have taken over two additional downtown office buildings and the first floor of the Metropolitan Club. They also use part of the American University for training classes.

Red Cross District of Columbia headquarters occupy a famous mansion on Massachusetts Avenue (Plate IV) and the basement of the Corcoran Gallery of Art. An insurance company made an entire floor of its building available for the District's busy blood-donor center.

Your National Geographic Society is actively cooperating with State, War, Navy, and other Government departments to further the war effort. More than 250,000 copies of The Society's 10-color wall maps have gone to war.* From its collection of some 300,000 photographs of places and people all over the world, Army, Navy and Marine Corps officers constantly obtain valuable pictorial and geographical information regarding the far-flung theaters of war.

Foreign Uniforms Add Color

British, Soviet, French, Chinese, Netherlands, and other United Nations' representatives add a colorful cosmopolitan touch to Washington. School children can tell you the branch of service and rank of any American officer or enlisted man they encounter, for they identify him instantly by his insignia.** More puzzling are uniforms worn by soldiers and sailors of our Allies, principally British but with a fair sprinkling from other countries.

Some 2,000 British subjects represent their government in Washington. An enlarged British Embassy on Massachusetts Avenue (Plate XIII) and more than a score of office buildings supply this force and its American assistants with working spaces.

The British Joint Staff meets regularly around a conference table in the U.S. Public Health Service Building on Constitution Avenue with our own Army and Navy officers. These Combined Chiefs of Staff meetings help map the strategy of global warfare (Plate III).

Other Anglo-American units, all of which require British missions in Washington, are the Combined Munitions Assignment, Raw Materials, Shipping Adjustment, Production and Resources, and Food Boards.

The British Army Staff occupies five buildings. Several hundred ATS girls, WAAFS, and WRENS--British counterpart of our WACS and WAVES--came from England to help with office tasks. Their uniforms are well known to Washingtonians. The British Admiralty Delegation works in a large tempo across from U. S. Navy headquarters.

Canada, Australia, New Zealand, India, and South Africa maintain purchasing commissions here in addition to their diplomatic delegations.

* See "Maps for Victory," by Gilbert Grosvenor, National Geographic Magazine, May 1942.
** See "Insignia of the United States Armed Forces," by Gilbert Grosvenor, "The Traditions and Glamour of Insignia," by Arthur R. Du Bois, and "Aircraft Insignia, Spirit of Youth," by Gerard Hubbard, National Geographic Magazine, June 1943.

The Soviet Union's principal contacts with the United States are through its embassy (Plate XII) and a large Soviet Government Purchasing Commission. China has a military staff in Washington.

Gradually the Capital is solving the problem of finding living quarters for its "duration" residents. Private hotels for government girls preceded the Federal dormitory projects.

"Dante-Beatrice" Beau Alcoves

Two bachelor brothers built a modern 250-room hotel for girls and gave it a collegiate atmosphere, with shuffleboard, wienie roasts, movies, dances every Friday night, and a dating bureau (Plate VIII).

The Meridian Hill Apartments, Government-financed but privately built in less than eight months at a cost of $1,750,000, has 634 rooms for 725 girls.

Rental ceilings were a financial help to married men with families, but for many months there were not enough houses to go around in Washington. By the end of this year the National Housing Agency program for the metropolitan area will be providing homes for 175,000 people. Many are ready now.

When one huge permanent project in northwest Washington is finished, 720 apartments will be available, and nine residence halls will accommodate 1,400 unmarried persons.

Near Alexandria, Virginia, a giant development of 2,300 apartments covers 323 acres. It was designed in the style of historic Williamsburg, Virginia; the 371 buildings are of colonial-style brick or native stone, with slate and tile roofs.

Best observation post from which to observe the passing show in the Capital is Union Station. Here an average day means:

More than 100,000 passengers passing through the gates.
Information clerks answering more than 80,000 questions.
Forty-four thousand people using the telephones.
Seven thousand eating in the restaurants.
More than 4,000 soldiers, sailors, and Marines patronizing the station's service men's lounge, formerly the Presidential waiting room.
Nearly twice that number eating at the service men's canteen, where everything costs a nickel.
An emergency medical staff handling 200 cases, mostly minor.

Bus and streetcar passengers of the Capital Transit Company number almost a million daily. Women operators are beginning to appear, as the manpower shortage grows. Tokens, once made of nickel, zinc, and copper, now have the nickel omitted as a war-conservation measure.

Washington has 4,700 taxis, many of which used to operate 70,000 to 100,000 miles a year. The Office of Defense Transportation now limits the mileage of a cab to 36,000 annually, to save gasoline and tires. Passengers are required to ride in groups when their destinations are in the same direction.

A few horses and carriages, and one or two old electric phaetons are seen on the streets occasionally. One restaurant sends out a horse-drawn bus, with a Negro coachman in a high silk hat, to gather up its regular patrons.

Bicycles by the thousand serve a double purpose. Owners ride them to and from work, and also use them for relaxation.

Hundreds of war workers rent bicycles in the evenings in Potomac Park and pedal around the Tidal Basin in the shade of the famous cherry trees.

The newest public building in Washington stands on the banks of the Tidal Basin. It was not built for war. It is the imposing Thomas Jefferson Memorial, dedicated by President Roosevelt on April 13, 1943.

The white marble memorial suggests the Roman Pantheon, which Jefferson called "the perfect model of a circular building."

Around the circle of the frieze beneath the dome are the words of Jefferson's famous oath:

"I have sworn upon the altar of God eternal hostility against every form of tyranny over the mind of man."

" I WAS A WORKER "

Mary G. Currier
Special Assistant to the New Hampshire
State Supervisor of War Production Training

(Extracts from her speech at Massachusetts Safety Conference, Boston, March 29, 1943)

Before Pearl Harbor I had been living in a Gulf Coast shipyard town, and knew many of the workers and their problems and also some of management's problems.

I returned to New York to work in a hospital, and entered among the first women the inspection and assembly course of well-known vocational school. There were 150 women in the classes, both day and night, who were of all ages, nationalities, and interests.

I can't recall any woman there, in the winter of 1942, who didn't have a job away from home, at business, or a profession, except the few mothers of families whose husbands were planning to go into the Armed Forces.

My mind was completely made up that I would get a job in a shop as an inspector and learn what I could of working conditions for women in this emergency. I did that in a small New England town full and running over with workers in its machine tool industries. The shops are typical of the specialized ones in country towns. I got a job in a company whose employees had grown in numbers from 400 to 1,300 in a year and a half. There were perhaps a dozen women employed there when I went in. Management was definitely not woman minded, and had been far behind other types of industries in setting up the few changes which had to be made where women are going to be employed. By these changes I mean convenient rest rooms, cafeterias, first aid rooms, and nurses. Women had not been worked in this particular shop and they were hired without any planning done ahead of their employment. They were hired usually with no training. The general opinions of shop management six months ago in these industries were, "We'd rather train you ourselves, and don't care whether you go to war production training classes or not." Men had been deferred with a pretty liberal hand, and most had settled down to the idea they were nearly all essential workers. This discouraged women training for jobs because they felt, at least until the first of this year, in these particular areas, that they had not been needed.

While at work, I was continually comparing myself, with my 150 hours of training, with the girls and women who came in with none. To be sure, I had the earlier experience and familiarity with a small shop which I had owned with my husband, but that wasn't the answer.

Most of the women had no work habits established, no knowledge of tools, no understanding that the impersonal attitude is the only one to maintain in a shop with men and women workers. Most important to them personally, I believe, was the fact they had received no safety instruction, other than a warning about their machine perhaps from a neighbor operator or their foreman. Rules were not posted, nor instructions given as to proper clothing, and much time was lost in those days ironing out personal relations and everlasting discussions of caps and clothes. I have some pretty strong opinions that no

woman should be hired to work in any shop if she insists on wearing what she chooses. There's not one chance in a hundred if she is that determined, that she's ever going to be cooperative about any type of safety, and it is certainly not going to be easy for other women workers to get along happily beside her.

I believe that the future woman worker should be interviewed by the director of women who is properly an assistant to the personnel director. It never seemed quite fair to either the woman's director, or the woman worker, that the woman's director actually in some instances knows the more important incidents of a woman's employment record, plus those of her personal history, and still has no status in the company which gives her authority to advise against that woman being hired or to recommend her termination. I have seen an instance in a shop of several thousand employees where the director of women does not know a singhe thing of any new women workers who are hired, until those women start coming to her office for advice. In one case a worker would never have been hired if the director had had a chance to talk to her first. She had very young children and a baby at home. She was working twelve hours at night, and never got proper rest during the day. There is no woman, with or without small children to look out for, but will agree with me in saying that most of these mothers should not be employed till all other sources of our labor supply are exhausted. If there is a case, the personnel manager should know, and after the woman's director investigates there could be the usual exception to all rules, but no great good, at least at this time, will come of making a practice of hiring mothers of very young children. I worked with some of these women, and they are in themselves unsafe workers because of their personal and family worries. And if they're the kind of mothers who don't worry about Measles and Whooping Cough they aren't responsible or conscientious employees anyway.

I worked 54 hours a week, two 12-hour and four 8-hour days or nights depending which shift I was on. There was never any question in my mind but that the 12-hour day or night was non-productive. At least the last two or three hours of it. It is just too long, and other countries and most industries in this country have accepted that as a fact. I have never met any worker, or any foreman if he talks off the record, who didn't agree with that statement.

A woman employee of the type I worked with has done a good day's work in 8 hours. She's enthusiastic, conscientious, and has used up an average amount of physical strength on her shift. She goes home, in many instances a bus or car trip, of from 10 to 50 miles. I worked for several months beside one of the best women inspectors I ever knew. She was nearer 50 than 40 years old, and traveled 50 miles to and from her job every day. On her 12-hour days that meant getting home at 8:30 p.m., and every day it meant getting up at 4:30 in the morning. She had one day off a week and practically never lost a day which certainly could be an answer to those who say, "We can't take it after 40 or maybe 30." I drove 35 miles to and from that same job and know something of what it takes. Those of us who are older felt we had to prove that the young men personnel directors often did not quite understand that women are people, they do support families and they do want to contribute to war production as their privilege and right, and beside all that they do have to eat; and the non-essential jobs we might be doing just don't exist any more perhaps. We're not only giving something to the war effort, we're getting something from it. A contribution which brings its own reward is knowing the sacrifice is needed.

Twelve-hour shifts, 7-7, either day or night, are arranged so the worker is on 6 and off 2. On those days they try to make up for their exhaustion, which is an accumulated physical fatigue--rest and sleep do not suffice. The woman worker needs recreation, plus proper food and time to shop, to get her hair done, and relax mentally. These are not luxuries they are necessities of our physical and mental needs.

And we must bear in mind that in war production areas women are living in crowded quarters, often three and four in a room; there is no privacy and no time to relax. Both men and women away from their homes need recreation. These older workers particularly in the town where I worked with some 12,000 other war workers where there was a dance only one night a week at the Community Club. The one hotel in town had a dance floor with a juke box downstairs, and believe it or not, it was a God-send to us. Many and most days the workers were too tired to dress up. There was no gas, no transportation to out of town dances, or to just sit around and talk shop. Workers would drop in the hotel for a glass of beer, or maybe they wouldn't have a glass of beer, but they would always put a nickel in the music box and dance--perhaps it would be only once, but it was something to do and I know exactly how they all felt. I did it myself night after night when I lived in that town. The proprietor of the hotel and his wife have earned the thanks of those workers in these days of almost no hotel help to provide such as a place to dance. Industries in the country towns should not only look into the matter of whether their employees are on the job, but whether there is any opportunity for recreation for them off the job. I believe it would pay dividends in production; and if they can't relax in town then they will certainly take days off to get to their homes and friends when they can.

I have from my own shop experience no patience with all the publicity on "absenteeism" which carries with it the inference that a big pay envelope, or a big head, is the only reason the worker is off his or her job. It could be a reason, but it is not the only one.

All the usual reasons for being absent are just as much with us as in normal times, plus the longer hours, accumulated physical and mental fatigue, and housing conditions; which if it weren't for contributing to the war effort, many persons would not tolerate; improper food and a gradual loss of appetite which almost all workers experience after a few months eating in crowded shop cafeterias and restaurants.

There is such a thing as bad planning in the shop, shortages of materials; one department will be held up and others crowded. I know women workers who, on some of these slack days, will take a day off and not feel at all guilty. They know they wouldn't be busy. They go to their homes, rest, get shopping done, and spend some time with their children. On the record it's absenteeism, but actually there is no great loss in production.

I took a safety engineering course while I worked in the shop. It interested me greatly, and it seemed the most useful place to put it to work would be in the war production and vocational training schools. The State Director of Vocational Education in Vermont has been interested enough to look into it, and I'm happy to say he agreed with me, and Vermont has now this program of instruc-

ting and supervising safety practices in these war production training schools.

To me it seemed a simple and obvious necessity to give the woman worker proper training for her job before she goes into a shop, and while she is in school teach her safety practices for her own personal protection and for the possibility that without these instructions she might become an unsafe worker for her neighbors. She will be taught that management has made all necessary and some extra efforts for her comfort in providing adequate and sanitary toilets and rest room facilities. And management has a right and her fellow workers a right to expect that she will contribute a responsible and conscientious effort toward keeping these rooms orderly and clean. Some women workers seem to think the matrons are personal maids, forgetting for the minute that these women do their work at certain hours just as capably as the machine operator or inspector does hers.

Stressing the impersonal attitude to women workers seems to me very important. Many women have never worked with men, and this may be the first time a good many men have worked along side of women. It is difficult for some women not to react in a personal manner to attentions, pleasant or unpleasant, from their foreman or neighbor. If they would only leave their personal feelings in their locker when they go onto their shift, and remember that the only reason they are there is a pretty serious one, to take the place of some man in the services.

I am recruiting women for war production training schools, and the greatest interest, is from older women but one thing which holds them back, and me also, in the program, is the lack of a definite statement from management; that just her age, if it be 40 or even 50, will not bar a woman from employment. And I am of the opinion that if each community will attack their manpower shortage from their own community labor surplus that their needs will in a measure be met, and there will be considerable less employment confusion after the war.

We have only two towns in this State whose industries hire and pay the trainees while at school. In both these towns there are crowded housing conditions. The industries could in a measure partly solve that problem by using local women who can't work 12 hours but probably could, and would work 8 hours; and by giving some consideration to the part-time employee.

The less we have of re-locating women workers away from their families the surer we are of stable and normal conditions in the home, the community, and the State.

I am perfectly sure from working in overalls beside other women who were perhaps earning the biggest pay of their work experience, or in some cases earning the least income they ever had, there is one thing they all have in common--that is to see this job through. And I've yet to hear one woman say she'll be there when the war is over.

No woman wants to work in a shop on a man's job, and in the nearest thing to man's clothes she can buy--for very long. But she has proved to herself and industry in general she can and will do almost every job equally well with proper training.

And men are not resentful when women get the same pay for the same job they do. They are resentful if she doesn't and I know because I didn't, and the men were very careful to watch my pay envelope or ask me.

The older women are good employment risks. They are free usually to leave home. They feel a greater and deeper need to contribute their effort for the son

perhaps in the service. They are emotionally more stable in most instances, and the green fields have not proved to be so green away from home, and they will stay working for the duration where they are.

These women want their homes and families and clubs and schools just as naturally as they always did. Now, they have the added satisfaction that they are contributing to the emergency, contributing generously and well. But most of all I believe the woman worker wants her man and all these men of ours in the Armed Forces to know that their family life, which they left, and which they are fighting to save, will be here when they return.

UPGRADING

35 yards
Duff Kelly

To hut 4
Reynolds

#1 Charleston Navy Yard, Charleston, South Carolina 1/14/43

In the past the Yard has apparently depended upon its apprentice program for the development of new workers. At the present time consideration is being given to the advancement of women to certain jobs, at least, but it appeared that this program had not been worked out fully as yet.

Revisit 5/21/43

From general conversation of the officers during the yard tour it appears that women as well as men do move from job to job. Women rather frequently start on a job in some shop and later work at the outfitting docks on the hulls. One woman with whom a brief conversation was held in the joiner shop said that the women do get an opportunity to learn to do many different kinds of work and to run the various machines used in the shop. It is believed that the women do get quite a lot of on-the-job training though little concrete evidence has been collected on this point.

*See additional material on page 5.

#2 Commercial Iron Works, Portland, Oregon 1/21/43

45 women, or 19 percent of the 240 employed, have been upgraded since first employed November, 1942.

#3 John H. Mathis Co., Point and Erie Streets, Camden, New Jersey 5/22/42

No definite training schedule has been established as yet but workers are permitted to take tests for next higher classification when foreman thinks he can qualify.

#4 North Carolina Shipbuilding Co., Sunset Park, Wilnimgton, N. C. 2/20/43

Company is teaching men and women to use all machines in the department as fast as they can, and will eventually have them skilled on all machines. Feels that they are more valuable to company and selves each time they learn to operate another machine. Women have not been in most departments long enough to become skilled operators yet, but have some skilled welders, others are no further along than semi-skilled mechanics.

#5 Missouri Valley Bridge & Iron Co., Evansville, Indiana 2/12/43

No training for upgrading except above (on schedule). "Workers do not have time for school and work."

#6 Barbour Boat Works, Front Street, New Bern, North Carolina 3/1/43

Laborers or any others are taught and promoted to next skilled jobs as fast as they develop any skill.

#7 Elizabeth City Shipyards, 822 Riverside Avenue, Elizabeth City, N. C. 3/3/43

Company constantly shoves more difficult work to the men, feels that they like the harder jobs, keeps up their interest and makes them more valuable to the company. Teaches the men all of the various machines and various kinds of work. Company increases their pay as the men advance.

#8 Brunswick Marine Construction Co., South Yard, Brunswick, Georgia 1/30/43

No learner may remain at any one classification for more than 90 days, but foremen may advance especially qualified individuals within shorter periods. Yard is now trying to develop "yardsticks" for measuring quality of work when considering individual advancements.

A few of the women burners on the platens were reported to have reached first-class, learner's rating, one step below the top.

#9 Manteo Boat Works, Manteo, North Carolina 3/4/43
Company prefers to advance their workers, but has no system for this, however they are upgraded as fast as possible. No women.

#10 Boston Navy Yard, U.S., Water Street, Charleston, Massachusetts 2/24/43
Civil Service. See sched.

#11 U.S. Navy Yard, Portsmouth, New Hampshire 3/3 - 4/43
Women and men upgraded after 6 months if they qualify through supplementary or in-training or by ability or skill acquired in the shop. Civil Service. See sched.

#12 George Lawley & Son Corporation, 26 Ericsson Street, Neponset, Mass. 3/11/43
Upgraded as they qualify. Girl who passes Navy Test rates as Welder III $1.03. Women get 70 cents an hour and after 3 months, automatic increase to 86 cents women approaching this increase.

#13 Palmer Scott Co., New Bedford, Massachusetts 3/16/43
Upgrade girls automatically. Automatically advance girls at 3 week intervals to 45, 50, 55, 60. Girl painters will get 75 cents, electrician will get $1.00 when they have had enough experience to warrant it.
No great chance for change to any other more skilled job unless men are not available.
Men who come on for special departments as inexperienced helpers will be advanced as they acquire skill.

#14 Cramp Shipbuilding Company, Philadelphia, Pennsylvania 2/6/43 and 3/10/43
No report.

#15 Walsh - Kaiser Co. Inc., Field's Point, Providence, Rhode Island 3/15/43
Workers are upgraded as they qualify according to the union agreement. A girl who passes the BSA welding test (equivalent of the Navy test) is paid $1.20 and rates as "mechanic." See Union agreement.

#16 Norfolk Navy Yard, Portsmouth, Virginia 3/9 - 10 - 11/43
Civil Service. See sched.
Upgrading goes on all the time. Try to advance from one job to another as fast as possible, this depends entirely on the individuals ability to advance. In some departments the advance is faster than in others. It takes longer to advance in the machine shop than in welding. "It depends on the person and the craft entered into." Some departments expect their employees to advance after 3 mohths, other departments a year would be taken to learn the work.

#17 Newport News Shipbuilding & Drydock Co., Newport News, Virginia 3/16 - 17/43
Company says they have "always practiced upgrading". Never called it that till recently, but always promoted their own workers as fast as possible; have started in and worked right up. All of the head men of the company have been actual workers in the company, with a long experinece of actually doing the job. Is interested in getting the best that a worker can give, want to utilize all of their ability. Have "planned and controlled upgrading."
Company had a policy to advance after 3 months, but women did so well that they had a conference and advanced a number of them in less than 2

Newport News Shipbuilding & Drydock Co. (cont.)
months. Advances depend on the worker. No limit to what they can make. One Negro man made $33.00 in 8 hours on Sunday. Company thinks the more they earn the more valuable they are. Most get 68¢ an hour, so many are new employees, none in shop over 2 months.

#18
Alabama Drydock & Shipbuilding Corporation, Mobile, Alabama 2/9 - 12/43
See Union agreement. See note on following page (3a)

#19 Gulf Shipbuilding Corporation, Chickasaw, Alabama 2/22/43
Union agreement provides for consultation with management on training of regular apprentices. Also the Yard now has special apprentices who are said to be able to advance to mechanic's ratings within 2 years - under Union provisions. See Union agreement. At present women are helpers and special apprentices. Some may have advanced above 75 cents.

#20 Bethlehem-Hingham, Hingham, Massachusetts 3/18/43
Trainees 62.5 cents usually 1-2 weeks for welders, 3 or 4 weeks for ship fitters. Then learners 80.5 cents for 30 days when automatically raised to helper 83 cents. After that on skill.

#21 Bethlehem Steel Co. Shipbuilding, Fore River Yard, Quincy, Mass. 3/23/43
62.5 cents paid all trainees. 70.5 cents starting rate for laborers or production workers. After 30 days rate increases automatically to 80.5 cents. A machine operator is paid 83 cents. An unclassified mechanic is reviewed for a higher rate after 30 days.

#22 The Maryland Drydock Co., Fairfield, Maryland (near Baltimore) 4/12/43
Upgrading goes on all the time. Teach all that the employer can absorb and promote them as they learn. All are changed about from one job to another in order that they may be more useful.

#23 Bethlehem-Fairfield Shipyard Inc., Fairfield, Maryland 4/6 - 7/43
Upgrading goes on all the time. Want all to learn and progress as fast as possible. Have broken down jobs and taught the small simple parts and progressed to the whole as rapidly as possible.

#24 Bethlehem Key Highway Shipyard, Key Highway, Baltimore, Maryland 4/7 - 8/43
Upgrading goes on all the time, as a person is able to take on a more difficult job they are urged to do so. Have started girls in on the simpler parts of jobs in order to get them into production as fast as possible.

#25 Owens Yacht Company, Dundalk, Maryland 4/14/43
Upgrading is done all the time. All jobs are evaluated and employees move up as fast as they can. Inexperienced workers come in at the bottom. Jobs are broken down so that the steps can be learned rapidly.

#26 Electric Boat Company, Groton, Connecticut 3/25/43
Women may advance to any job (with corresponding pay advance) for which they become qualified. They have been here too short a time to know how fast and how far they will go. Sex will not hold them back.

#27 Ingalls Shipbuilding Corporation, Pascagoula, Mississippi 2/25 - 26/43
No specific information obtained. Presume there is a considerable amount of upgrading, since workers are re-rated and advanced and since

#18 Alabama Drydock & Shipbuilding Corporation (continued)

~~Attitude~~:

The superintendent indicated very clearly that he did not think women welders really ought to be advanced to top welding rates along with men. He pointed out that men welders move around on a great many different jobs as they are called. They do go into the double bottoms, and into cramped, close quarters and expect to have their share of the disagreeable jobs. If women cannot go into all of the places where welders must go they are not as valuable even though they become skilled welders, in this man's opinion. Also he said that there would probably be resentment among the men if women were getting the top welding rate, because of these circumstances.

Ingalls Shipbuilding Corp. (cont.)
numerous supplementary classes are given. See Union agreement.

#28 New England Shipbuilding Corporation, South Portland, Maine 4/6/43
26 women tack welders recently took Navy test. Results not known but 6 started as welders ($1.20) after a day of observation on the job. Two women were seen on board ship.

#29 Bath Iron Works, Bath, Maine 4/7 - 8/43
The upgrading is left to the various shop foremen, after the raise that comes to all after the 60 day probationary period. However, one foreman who had given a woman a leading man's job, removing him because he drank and was out so much, was not able to get the management to approve title or salary of leading man for this woman, though she was definitely in charge of the women and men (22 in all) in the small lay-out department. She was doing the job and doing it well and getting only 92 cents an hour, which was the second raise. There was also a girl in charge of light riveting on ship, but not yet classed as leading woman. Foreman thought raises and possibly title would come later.

#30 Dafoe Shipbuilding Company, Bay City, Michigan 4/30/43
Foremen will be on the lookout for girls who can be tried on more skilled jobs and they will be moved up as openings occur.

#31 Mare Island Navy Yard, Mare Island, California
Civil Service. See sched.

#32 Savannah Machine & Foundry Company, Savannah, Georgia 4/29/43
Teach workers other small jobs than their own specialty, but agents do not feel this amounts to much. Mr. Prentice, Personnel Director, makes this sweeping statemtnt, however, "Like men's, women's rates increase automatically every 3 months (after helper stage is passed) and therefore it is necessary that women learn or get out, since they would become first-class mechanics in one year whether they were worth it or not." This would not necessarily mean that women know much more than their own special job, however. See Miss Ziegler's report on Unions.

#33 Southeastern Shipbuilding Company, Savannah, Georgia 4/23/43
Keep worker on one special job and try to bring worker up to top rate on that one job. ("Takes too much time to teach worker several skills. We have to build ships in the shortest possible time," says Mr. Roberts, Director of Training.

#34 Charleston Shipbuilding & Drydock Company, Charleston, South Carolina 5/20/43
Company will advance on merit only. Union wanted automatic advances after certain periods of time, but Company would not agree to this. Theoretically, the maximum ~~for~~ hourly rate for women operatives is same as for men, but women have been here so short a time---and are not skilled workers---and there is no time-schedule for increases and so can't say what women's maximum will be.

#35 New York Navy Yard, Brooklyn, New York 6/10/43
Civil Service. See sched.

*

*Charleston Navy Yard, Charleston, South Carolina (continued from first page)

Men helpers and female helper trainees are both on the same general pay scale. The minimum rate is equivalent to 67 cents per hour and the maximum is 79 cents per hour. It is known that some women have reached this maximum rate but also some women have been employed in the yard a year. Captain Cushman had a chart made showing the average number of weeks required for the promotion of women from one grade of trainee to another in the various shops. The rigging shop has the shortest time with an average of about 21 weeks and the machine shop had the longest average time, about 38 weeks. Copies of this chart were given to each master mechanic (head of a shop or department) and Captain Cushman is trying to encourage them to promote women employees. Promotions are made on an individual merit basis.

On the sheet giving the number of women in training by departments it was noted that most of the women are listed as in training for helpers. One of the young WAVE officers also said that the women in training for helpers would be helpers when they were trained. Inquiries were made as to whether there was any wage rate for helpers higher than the maximum for female, helper, trainee but no higher rate was given. From all of the information which has been obtained on the two visits to the yard, and from additional inquiries made at the regional office of the civil service commission in Atlanta, it seems evident that as yet there is no wage rate between the top grade of helper and the minimum rates for the various types of mechanics and special trades. This is still the big jump to negotiate, and as nearly as could be ascertained all of the women listed as in training for helpers are on the maximum rate for trainee or helper, or on one of the lower rates for these grades, and certainly the great majority of the women are very likely on the minimum or intermediate rate. In the yard newspaper for May 21, 1943 mention was made of a woman in the sail loft who entered the yard with the first group of women trainees (which was in May, 1942) and it was said that "she is now a first class trainee and is doing a good job."

It will be noted that in a few occupational classifications women are definitely listed as in training for mechanic and some may already have reached the mechanic's rate. Unfortuantely definite information was not obtained.

UPGRADING - 1943

Yard #10 Mechanic learner III 58¢, II 64¢, I 70¢, then Helper III,II,I. Laborers @ 74¢ and 80¢. Girls who take Navy welding test and do not pass it all, get supplementary training at the yard and try again. While training they are rated as "mechanic helper", grade III; except that after passing most of test they may be rated "mechanic helper" at 64¢ or 70¢ per hour. Get regular welders' pay of $1.14/ hour after all of test passed.

#16 Women have been in yard 10 months. Advanced on qualifications and merit. In sail loft, a great part have advanced themselves. Came in @ 58¢; some are on 64¢ and 70¢. In rigger loft, women start @58¢; some have gone to 67¢. Helpers - 67,73,79¢ Helper trainee - 67,73,79¢
Classified laborers - 58,64,70¢ Welders - 1.14, 1.20, 1.26 .

#35 Usual advance in rating takes 3 months but some girls have gone to mechanics rating in 8 months. Periodic efficiency ratings considered in promotions. See "You and the Navy Yard", p. 12.

Consistent with the requirements of the job, it is the policy to fill vacancies by promotion of present employees rather than to bring in new employees from outside. Employees will be selected for advancement primarily on the basis of demonstrated ability and merit. Other factors being equal length of service will govern in making promotions. Promotion of an employee from helper grade to mechanic or from one occupation to another depends upon his eligibility under the rules. When a vacancy occurs, needs are filled by promotion or transfer within the service when considered in the interest of the Navy Yard.

Administrative promotions

The promotion of a Group I,II,or III employee from minimum to intermediate and maximum grades depends upon his standing on the efficiency list in competition with others of the same trade and pay grade, and also the needs of the service. An employee is given consideration for advancement in accordance with the foregoing and the Civil Service Regulations.

UPGRADING

#31 Mare Island --

Classified laborers, like helpers and journeymen, are rated into three divisions: first, second, and third class, the last being the lowest. A woman can be upgraded from third to first class laborer. The next step is to be rerated as helper, third class. Again she can be upgraded to helper, second or first class. It is the policy of the Mare Island Yard to upgrade women into the Helpers' classification as rapidly as they qualify.

A minimum of thirty working days must pass after assignment to a classification before a worker can be considered for rerating. How much longer a time it will be before actual rerating will depend on a number of factors, including the abilities of the worker, the needs of the shop, and seniority.

Women in the machine shop, shipfitter shop, sheet metal shop, and welding shop are eligible to training in special courses (See Training section). This additional training is at present the primary basis for upgrading into the mechanics classification. Although it is not necessary to go through this trainee period, it is expected that most of those who will be given the Group III rating will have gone through one or another of these courses.

When a worker is rated as helper, he begins to learn the trade to which he is assigned. Sometimes the women helpers may develop considerable skill and undertake responsibility though they are still classed as helpers. Thus, in the shipfitters shop, a woman helper doing duplicating was acting unofficially as a group leader for a number of women. She would oversee their work, make sure that their lay-out was correct, follow the material through the shop, and see that the successive operations were performed in the right order. Another woman in the sheet metal shop checked and dispatched materials, and was responsible for the flow of materials through the shop. In the outside electrical shop some women helpers, after a few months on the job, could make telephone installations on a shop, or put up all the necessary electrical equipment in a stateroom.

At the present time, very few women have reached the mechanics classification. There are 39 rated women welders and one woman driller. The welders are automatically so rated when they have passed the Army and Navy welding test at the end of at least three months in the shop. The driller, among the first women employed on the Yard, has been very recently rated in this group. It is the intention of the supervisors to upgrade women into Group III as they qualify.

The only exception to the predominance of Group II women is in the sail and flag loft. Here women have been employed for years as power sewing-machine operators and on other similar occupations involved in the making of flags, sails, etc. The only woman Quarterman in the Yard is in charge of the flag loft, and of the 531 women in this shop, 503 are in Group III.

From:
Anne Grayson Williams
#2 Bryant Avenue
Decatur Heights
Hyattsville, Md.

Scott plan 4-e

Myrander file

ACCOMODATIONS FOR THE LADIES

By Anne Grayson Williams

One of Uncle Sam's many headaches which aspirin won't help is the way his defense-minded nieces are storming the nation's capital. Not that Uncle objects to their help in keeping his records straight during the emergency — indeed he is rather pleased at their enthusiasm. But there is the tremendous problem of housing this feminine avalanche, for even in normal times rooms are at a premium. Especially rooms for females.

House-managers, house-mothers and landladies are holding out for the male roomers. They give — at the drop of a hat — many plausible reasons. Washing stockings and panties in the bathroom is one objection. Shampooing hair is another. Entertaining men friends in the living room and monopolizing the telephone are others, and so it goes. Men, they say, come home only to sleep — and then not for long!

The same dilemma faced Uncle Sam twenty-three years ago when his nieces were as eager to help save Democracy as they are today. Though he suddenly became landlord to 2,000 girls in 1918, his task was small compared to what it is today. During this April alone, 2,000 ambitious young women entered the city. For although the program was purely military in World War days, it now involves both military and civil defense, necessarily calling for new depprtments and added branches of the Government. And this all-out preparedness requires girls' dormitories as well as battleships.

During the World War "government hotels" were built on the federal tract extending south from Union Station to the Capitol Building, now known as Union Station plaza. Many a woman in her forties today recalls her sojourn in Uncle Sam's "rooming houses". These three-story wooden structures were the last word --

then. In fact, as long as two years after the dormitories were completed, there was a long waiting list which at one time contained the names of 2,000 women. There were no private telephones in those rooms, nor running water. So the ultra-modern living conditions of 1941 mean that Uncle Sam's former experience as a landlord is just about valueless.

He is on the brink of another real estate venture. On June 2nd ground was broken for his new streamlined dormitories to house 250 government women. The four-wing hotel will be erected on O street between 21st and 22nd — one of Washington's oldest residential sections — only half a block from the entrance to well-known Rock Creek Park and on several transportation lines to government offices.

Promised by October 15th, a reservation list for rooms in the new five story building is already being compiled. Girls, Washington bound for employment with the government's emergency defense program will be the only ones considered for occupancy.

Ralph S. Scott and his brother, Harry, operators of 21 boarding houses in downtown Washington, will build the new units at a cost of $400,000. Uncle Sam sets the price of $1 a day room rent — at no profit. Room, with board, $50 per month. Here are a few of the features thrown in:

A roof garden. Divided into four sections it will have a sports deck, sun deck, dance deck and party deck. A fireplace in the latter is provided for weenie roasts, steak fries and the like. Elevators will carry passengers direct to the top. Service, 1941 style.

Another feature is an auditorium, 2,500 feet square, on the first floor, where dancing, lectures, musical entertainments and movies will be held — movies at least once a week, and free!

A social director will be assigned to organize the girls' activities. Hikes and boat trips are mentioned, too.

There will be a dark room for ambitious young photographers; a piano room—sound proof—for the musician roomers; and a snack bar, repair shop, storage place a plenty and an

an ultra modern dining room.

Maid service will also be available and a house-mother to chaperone the guests and advise them on personal problems.

a Floors of all rooms and halls will be entirely carpeted and each appointment in the cozy, livable bedrooms will modify the feminine gender. Feminine ideas are sought to determine the type furniture these soon-to-be-coddled young women prefer--whether they like dressing tables and a chest of drawers, or a Governor Winthrop desk and dresser. Each room will have a telephone, hot and cold running water, a clothes press, book shelves, steel drawers for storage space under mothproof and dust proof beds, and a medicine cabinet and bed light. In other words Uncle Sam has created a design for <u>living</u> -- he is not merely providing a place for these government workers to <u>stay.</u>

What a contrast to the old World War dormitories. These were three stories high and had two wings, which connected across the front, making an open space the width of both wings to provide circulation. In each wing there were banks of tubs, showers and toilets; corner rooms were double, others single.

On each side of the 36 foot-square lobby were parlors 14 by 27 feet, which by means of sliding doors, communicated with a writing room on one side and the house manager's on the other.

In addition to the twelve sleeping dormitories, there were two administration buildings with two separate kitchens and two dining rooms. There was also a power station, a laundry, an infirmary, and a cold storage building.

The doors of the dormitories were locked at eleven p.m. but anyone caught out after curfew could get a key from the house manager and be admitted by the night watchman.

This project, like the new one, wasn't a money making scheme. Uncle Sam allowed for no depreciation or interest on his investment. The old price of $45 covered board and room--no more than the cost of operation. In the beginning

the two separate administration buildings were provided because it was thought that one building would serve single men and one, single women. It developed later, however, that there was little, if any, demand for such accomodations for men. Therefore, the only requsiste was that an applicant be a niece of Uncle Sam's.

Even after the Armistice the rooms remained occupied. As the demand tapered off, one section after another was closed. Altogether the dormitories served their purpose for ten years.

In 1929 they were torn down and the area turned into a park with flowering shrubs and hedges, walks and an imposing fountain commanding the center. Beyond stands the Capitol Building — today as it did in 1918.

But Uncle Sam, the realtor, is very much alive. Presidential approval has already been granted on another 1,000 unit hotel for government workers and other dormitories are contemplated to house the surplus Federal women workers who are crowding Washington's housing facilities. There's no telling when their Uncle's real estate venture will cease. Nor his headache.

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33 surveys

Community Surveys by Women's Bureau

Ala bama		
	Talledage, Childersburg, Sylacanga	Feb. 1942
	Huntsville	Mar. 1942
Arkansas		
	Jacksonville, Little Rock	Apr. 1942
California		
	San Diego	Jan. 1942
Colorado		
	Denver	Dec. 1941
Connecticut		
	New London, Groton, New Britain, Meriden, Bristol, New Haven	June 1942
Georgia		
	Macon	Mar. 1942
Illinois		
	Crab Orchard Lake, Marion, Herrin	Jan. 1942
	Joliet, Wilmington, Elwood	Jan. 1942
	Rock Island, Moline, Davenport (Iowa)	Feb. 1942
	Alton	Jan. 1942 and Dec. 1942
	Savanna and Hanover	Feb. 1942.
Indiana		
	Burns City	Jan. 1942
	Charleston, Jeffersonville, New Albany	Dec. 1941
	Kingsbury area, Walkerton	Dec. 1941
Iowa		
	Burlington	Feb. 1942 and Mar. 1942.
Kansas		
	Wichita	Dec. 1941
	Kansas City	Dec. 1941
	Parsons	Nov. 1942
Louisiana		
	Minden, Shreveport	Mar. 1942
Maryland		
	Baltimore	June 1942
	Aberdeen, Elkton, Edgewood	Nov. 1941, Feb. 1942, Nov. 1941
Mississippi		
	Flora, Jackson	Mar. 1942.
Missouri		
	St. Louis	Feb. 1942
Ohio		
	Akron	Mar. 1942
	Ravenna	Mar. 1942

Oklahoma			
	Tulsa	Dec. 1941	
Tennessee			
	Memphis area	Feb. 1942	
	Milan, Jackson, Humboldt	Mar. 1942	
	Nashville	Mar. 1942	
Texas			
	Fort Worth	Dec. 1941 and Dec. 1942	Dallas Dec. 1941
	Texarkana	Apr. 1942	
Virginia			
	Radford and Dublin, Pulaski	Nov. 1941, Mar. 1942	

Women's Bureau Visits to Connecticut Communities - not on SL Blist
Summer 1942

- Recreational facilities -

New Britain and Bristol

New Britain - Y.W.C.A.; city recreational program

Bristol - No Y.M.C.A. nor Y.W.C.A. but Bristol Girls Club

Y.W.C.A. Two breakfast clubs for night shift girls, twice a week dances, picnics. (New Britain)

City Recreational Program City of New Britain has full time recreational director, mass recreation rather than small group activity. All under plans of National Recreation Association. USO will not be needed if this program succeeds.

Bristol Girls Club Similar to Y.W.C.A. activities. Two large plants have recreational activities for both men and women.

New London - Groton

State Defense Council, welfare and community service Committee.

One of most pressing problems - no available public transportation and service 2nd and 3rd shifts at Electric Boat

Center in New London has been completed and has done much in helping service men. Recreation for industrial workers and Negroes could be improved.

Bridgeport

USO. Y.W.C.A. City Recreation Board, Jewish Community Council, NCCS to come.

USO - large clubhouse (old YWCA). Weekly picnics, outings, large dance, informal group gatherings for square dances or games, splash dances, discussion groups and clubs. Groups plan own activities. "Owl Club" dance, 12 - 3 a.m. for swing shift twice a week. Every other week a splash dance at this hour. Twice a week dances and parties sponsored at Stratford for service men (air field). Sports and crafts program planned for girls. Transportation home by taxi provided by USO. Breakfast Club for late shift workers will be started again. Weekly dance at Seaside Park.

Bridgeport (continued)

Y.W.C.A. - industrial attendance splendid. New clubhouse well-equipped for all types of classes and recreation. Y.W.C.A. is most important recreational agency in Bridgeport and reaches a wide circle of industrial workers.

Phyllis Wheatley branch - colored - program now strictly one of recreation (facilities and advice given but no direction). Committee of defense workers meets once a week to plan its large activities. (Dance, tea, or picnic every 6 weeks.) Nightly meetings of clubs and informal groups. Sports - and bowling.

Waterbury

Waterbury
Y.M.C.A - Bristol Girls Club, Neighborhood House, Scovill Girls Club.

No Y.W.C.A. or USO in Waterbury, but YMCA has facilities. 80% are Catholic in Waterbury. YMCA includes Catholics in Board of Directors.

No central meeting place for girls in Waterbury but YMCA has given Women's Council one end of the lobby. No director of women's activities; men's director of religious work is responsible for girls' club activities, swimming, bowling, skiing, archery, calisthenics, dances once a week, roof dances in summer. This YMCA program has little chance of success, as far as providing recreation for new girls, unless make known the facilities and provide woman director. Have access to USO funds but have not requested any aid. The new program must be sold to the women workers, and woman director badly needed - concensus of all.

Waterbury Girls Club - 60% of members under 16 - homemaking classes for underprivileged - also gym classes, dances and swimming. Does not offer the recreation that would attract industrial girls. Most of activities carried on in schools in different neighborhoods. Existence of this club is reason why no YWCA.

Neighborhood House - Negro - Others share also (Jewish, Italian, Irish) basketball, sewing, dancing, forums, suppers. Building no longer large enough to meet present needs.

Scovill Girls Club (of Scovill Mfg. Co.) largely office girls, but factory not excluded. Xmas baskets and needy families in the plant. Clam bakes, picnics , dance a year. Their rooms (in 60. Bldg.) closed most of time - seems wasteful in view of recreation need in Waterbury.

New recreational association in process of forming at Scovill - will include all employees , broad program.

New Haven and Meriden

New Haven - YWCA, New Haven Recreation Guild for Girls; USO, Dixwell Community House

Meriden - USO - YWCA - YMCA - all agreed Meriden has excellent recreationa facilities.

New Haven - YWCA - very active industrial council, sports, calsses, dancing. Guild - Not the type of center to which an out of town worker would be attracted. USO - for men only - Lounge in Station Dixwell - colored - several craft classes and clubs, facilities taxed to utmost capacity.

Meriden -- USO - no recreational project, a committee solely.
YWCA - recent reorganization . "tragic need" for recreation for women but town does not seem conscious of it.
YMCA - 1 full day and 2 a.m's. each week devoted to women's activities. Sports - but majority are housewies.

Other than Connecticut - not on S+B list

Ft. Worth, Texas Dec. 1942

YWCA; other organizations; USO is for service men

Consolidated has welfare director responsible for recreation among plant personnel, but no facilities within the plant. Sports and dances

Quartermasters Depot personnel dept. sponsors a recreational program

Parsons, Kansas Nov. 1942

USO

Recreational facilities very limited - one or two movies; USO is club in the station for service men, but would like to plan regular activities for girls in the dormitories; had been limited by lack of a building. If could have one, might also take care of increasing number of girls in the dormitories (now not filled) as there is no place for the girls to assemble to play group games, dances,etc

Memphis, Tennessee Feb. 1942

Park Dept; USO; YWCA

Memphis has had extensive recreational program under Park Dept. YWCA has not worked out any special program for women in the defense plants as need not felt. Most of the women are local.

No recreational projects at Cordova or Millington - need not felt as workers are local, many commute from Memphis where recreational facilities exist.

Savanna, Hanover, Illinois. Feb. 1942

Almost no transportation to plant except by private car.

Community feeling against Negro troops at the depot has retarded development of recreational facilities in the area. Has been impossible to make any plans for a recreational program, but Negro troops now moved and may be a reconsideration. Savanna lacking in many facilities which would be needed for any great influx of population.

Akron, Ohio March 1942

YMCA, YWCA, USO Committee

Many of the big rubber companies have their own recreational program.

YMCA - midnight activities - mixed parties
YWCA - difficult to reach women in defense industries because of restrictions on letting people into the plants. Women have always worked 3 shifts in the rubber industry, no innovation. Has not tried late night program.

Baltimore, Maryland June 1942

USO; YWCA

With two exceptions, the recreational agencies planned few activities, especially for unattached women working in the war industries.

USO - YWCA for Negro girls is working with the girls at Edgewood Arsenal

Middle River USO club (Glenn Martin area) serves mainly for service men - as location is prohibitive for women working at the plant - no available rooms in the vicinity of the plant for single unattached girls - except for the dances Thursday and Saturday.

YWCA at trailer camp area Glenn Martin; has organized 2 women's clubs. No recreational facilities however.

USO-YWCA in Baltimore - 1/3 of girls in USO club work in industrial plants. Dances

July 1942

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

METHODS OF HIRING AND TRAINING WOMEN EMPLOYED BY WAR INDUSTRIES

Excerpts from: An analysis of Replies Received from 90 plants in the New England Area.

By Lewis E. MacBrayne, New England Representative,
National Committee for the Conservation of Manpower
in War Industries About July 1, 1942.

A SUMMARY

War industries in New England, as represented by this group, are not discriminating against women workers, but have given employment to 11,754 in the past six months.

The majority accept any women who apply, within the usual employment requirements.

They are nearly equally divided on the question of whether special training should be given to new workers.

They hold the right to assign them to any shift, according to the working schedules of the plant, but generally intend to send them home by midnight.

They do not consider women a greater accident hazard than men, even when they work about machinery; are not worried over high heels; usually require safe clothing as a protection.

More than 50 percent find women more likely than men to take a day or two on their own initiative; but on the other hand, find that they are likely to stick to a job for the duration of the war. In some plants it is noted that the married woman faces a greater problem of fatigue.

WILL EMPLOY WOMEN

To the question "Do you intend to employ women on work usually done by men," 78 replied "Yes", and only 12 "No". Some of the latter represented industries where women could not be trained, because of the nature of the work. Since January 1, 1942. the 78 plants replying in the affirmative have taken on 11,754 women. One group of 589 have not actually replaced men, but have expanded on work previously done by women. One plant manager gave as a reason for not employing women: "Our machines are running two 12-hour shifts, 6 days a week, and we do not believe that women could stand the long hours." And quoting another: "We have never employed women, but feel that in the future we may be forced to do so." A company that has taken on 619 women since the first of the year reports: "We do not consider that these women are doing the work usually performed by men, since such jobs must be changed for women to handle them."

EMPLOYMENT METHODS

Many answers were given to the question: "Have you developed any method as to the types of women employed? Is preference given to the relatives of men employed; do you accept women with no plant experience, but with a desire to help win the war; do you put a limit on age requirements?"

EMPLOYMENT METHODS (continued)

There were 49 who stated that any woman who applied, if she met general employment requirements, was taken on; but 28 others said that preference was given to certain types, notably those who had male relatives already in the plant. Here are some of the answers:

"We are desirous of having women who have relatives in the armed forces of the country."

"On certain lines of work we will take women with no experience, but our age limit is from 20 to 35."

"We prefer women with a high school education; or with finger dexterity as shown by tests."

"We are employing two types; college graduates who want to do their part in the war, and relatives of men working for us. We are dignifying our employment of women; a special employment office with a trained woman in charge; no 'fresh guy' stuff among the male workers. Our work is heavy, involving machines, but the women are taking to it as well as the men. Their production is every bit as good."

"We hire married women with plant experience; beginners with no experience.

"Our minimum age for women is 18, and an aptitude test is required."

"We have tried to employ women with some experience on machinery, or who have taken a course at a trade school."

"We prefer women who have never worked in an industrial plant. They are easier to train in our ways."

"We give preference to the wives of men in the armed services."

"We employ no married women."

"We prefer women recommended by our own workers, and under 30 years of age."

TRAINING OF WORKERS

ING OF WORKERS

As a rule new workers are supervised by an older employee until they have learned the task to which they are assigned. In response to the question "Have you set up a system of special training", 33 of the employment managers answered that they had. Some of the methods are:

"Our new employees are given special instruction in correct and efficient methods of operation; in plant policies; in safe working."

"She is given, when employed, six weeks with an experienced worker."

"At first we provided a male instructor; now some of the women are proficient enough to train the new girls coming in."

OTHER THAN DAY SHIFTS

The fifth question on the questionnaire was: Will your women employees be required to work on other than day shifts?" The answer from 52 plants was that they

would; from 26 that they would not. In most cases, however, the work will be on the second shift, and will end before midnight. Occasionally the argument has been offered - usually by persons outside of industry - that women might prove more of an accident risk in night work, where the supervision of the worker is not likely to be as good as in the daytime, and where the element of fatigue may prove a factor. In reply to the question "Do you consider women a greater accident risk", there were 63 emphatic replies that she is not a greater risk than a male worker, and only 7 that she was. A few did not know.

Recently there has been some argument presented by foot specialists to the effect that women workers are more prone to foot trouble because they have been wearing high heel shoes. So we asked the question: Do they develop foot trouble in the plant because of high heels? The answer is that they do not. Only four employmentmanagers reported trouble on this score. The requirement for low heels on shop work is almost universal. So no special clinics - as had been suggested - appear to be required in New England plants as a whole.

WHAT WOMEN SHOULD WEAR

In the matter of protective clothing for women workers, the practice is not so clearly established. There were 49 companies providing or requiring it, and 33 that left the matter to the worker. C.P. Yaglow of the Harvard School of Public Health goes into the matter of what the working woman should wear from quite another angle. He has reported on a recent research study as follows: "If women would dress in winter with clothes that are comparable in warmth to those of men, they would be comfortable in a temperature of about 70 degrees, instead of 76 degrees at present, and there would be less discord in the matter of room temperature. Reversely, if men would take off their vests, coats and collars, in hot weather, buildings would not have to be cooled below 85 degrees, instead of 76 degrees to 80 degrees at present, and much of the difficulty now experienced with sharp temperature contrasts would be alleviated. Under ordinary conditions at rest, in a room of 71.5 degrees F, with 30% relative humidity and 20 f.p.m. air movement, the mean skin temperature of women was found to be about 2 degrees F lower than that of men, while the mean clothing temperature was 2 degrees F. higher. Most of the men were comfortable, but the women generally were cold. To make most of the women comfortable, the room temperature had to be raised to about 76 degrees, but then the men began to howl.

IS SEX A FACTOR

It is apparent from the publicly expressed desire of a large number of women to serve in some capacity with the armed forces of the country, or as wardens in civilian defense, that there is a trend in the present war to abolish the designation of the "weaker sex", and make assignments to work on the bases of physical and mental fitness. But to obtain the male point of view on this matter of sex, we asked three frank questions: Are women more often absent from work in war industries than men?" Do married women with home duties develop fatigue above that of male workers?" Do women stick to the job even when there is talk of higher wages elsewhere?"

A few employment managers were not willing to commit themselves. A total of 38 said that women were more often absent from work than men, but 34 said they were not. One plant reported: "In one month 364 of our men workers were absent 406 days, and 168 of our women lost 290 days." (At the present time production is being seriously interfered with in many war plants by absent workers. Sickness or fatigue is not the common reason for this absence. Too often it follows payday, and a fat envelope for

overtime work. One company reported recently that 25 percent of its workers had taken one or more days off during the previous month.)

On the question of fatigue shown by married women workers, 26 were of the opinion that it had been noted; 22 that it was not a factor. One employer wrote: "This fatigue is particularly noticeable where there are children at home, and the mother is employed on the second or third shift. It is primarily due to a lack of sleep.

But when it comes to the question of loyalty to the plant employing them, 36 replies a greed that women stick better to the job than men, to 17 who saw no difference.

Women's Bureau
U. S. Department of Labor
Washington

May 22, 1942

RECOMMENDATIONS CONCERNING LIVING NEEDS OF WOMEN WORKERS
IN RURAL COMMUNITY PLANT AREAS.

Duration Dormitories

Duration dormitories built by the Farm Security Administration for women workers at ammunition plants have been seen in operation at Elkton, Maryland; Dublin, Virginia; Ravenna, Ohio; Walkerton, Indiana; at the Proving Grounds at Aberdeen, Maryland; and the Navy Yard at Bremerton, Washington. Certainly these dormitories have many attractive features, such as comfortable beds, bed lights, modern toilet and bath facilities, frequent changes of linen and maid service. Also there are some single rooms and no rooms are designed to accommodate more than two, a standard which is not adhered to in many of the private rooms available in war industry communities.

From the point of view of occupancy, the success of these dormitories has thus far been varied. The dormitories at Elkton, Maryland, opened on March 23 of this year, are practically full. The unit at Aberdeen is now completely occupied, although some difficulty was encountered there for many months. On the other hand, only a relatively small number of women have as yet moved into the dormitories at Dublin, Ravenna and Walkerton.

Many factors are no doubt contributing elements to these differing situations. The number of women employed thus far at the different plants, the extent and direction of in-migration, the adequacy of transportation from nearby towns, and the availability of other living

accommodations, are all important. However, after careful investigation, the Women's Bureau believes that additional facilities need to be provided in the dormitories, themselves, to make them not only more attractive but more livable. In dormitories now occupied women dormitory residents have evolved make-shift arrangements to supplement existing facilities. Such arrangements, not desirable from the point of view of management or safety, would be obviated if more complete facilities were included in regular dormitory plans.

The list of recommendations which follows is not to be construed as exhaustive, but as indicative of certain types of facilities of particular importance to women, for which more adequate provision needs to be made in the existing dormitories, and which should be included in the plans of dormitories built in the future. Some of the suggestions have already been adopted in part by the Farm Security Administration, but this agency has been handicapped by lack of authority, as well as funds.

I. Facilities for each dormitory unit.

a. As workers sleep at odd hours, due to the three shift operation of plants, dormitories should be constructed so as to deaden as much noise as possible.

a. Laundry facilities with wash tubs, drying racks, and pressing equipment should be made available, preferably in a

separate laundry room.

c. Washing and bathing facilities should be divided into several units in place of the single large bathroom now used in dormitory units designed to accommodate over fifty women.

d. A locker or closet should be provided for each occupant of a double room. Doors with locks are highly desirable for all closets.

e. Light cooking facilities should be available in case of illness or other emergency.

f. Office and private bedroom for dormitory manager should be provided to retain high type of management.

g. Some space must be provided for service help so they will not have to stand in halls when not engaged.

II. Facilities for meals.

The greatest complaint concerning existing temporary housing facilities is their lack of satisfactory eating facilities where good, clean, well-balanced meals may be obtained. Apparently, the responsibility for providing food has not been specific. The plants have a plant commissary. As this is located in the administration building, it is not within walking distance of the great mass of production workers who have one-half hour lunch periods, even at lunch periods. There are two systems of serving food — the first is to have a wagon run through the plants from which workers secure sandwiches and coffee or soup. The other system is to have a stationary canteen or lunch counter from which purchases may be made. In several plants women had to bring their own lunches which was almost impossible for dormitory girls. With only a light lunch, substantial other meals are essential

While good food is desired for all workers, it is especially necessary for women working in "explosive area." As women are employed on three shifts, food service must be available at dormitory restaurants during the 24 hours. While different solutions may be possible in different places depending on such facts as location of dormitories and transportation facilities, the Housing authorities must take the responsibility of solving the problem or seeing that it is solved.

III. Leisure time activities.

Lounging and recreational space in the dormitories, as originally constructed, was very small considering the number of residents per unit and the fact that women workers are not taken into the local town's social life. Even in areas where some recreational facilities have been provided by the U.S.O. or Governmental agency, they are not near the dormitories already built.

It is recommended that some eating and recreational facilities should be provided in a building adjacent to the dormitory. This should contain:

a. a cafeteria or restaurant serving regular meals;

b. provision for cooking facilities and tables so that women may prepare their own meals or engage in cooperative cooking arrangements;

c. a large recreational room for group activities;

d. smaller living or reception rooms for the use of individuals with visitors or those desiring quiet;

e. recreational equipment, lamps, curtains, pictures and desks for letter writing would give a livable atmosphere.

IV. Paths to Duration Housing.

a. When housing is located at a distance from the town or from the plant, some type of lighting should be provided to light the fields or roads that must be traversed at night.

b. Gravel paths or sidewalks should be provided to make the housing accessible in bad weather.

V. Management.

Good management is, of course, also important in any housing project, and it has already been demonstrated that managers with initiative and tact have been able to work out numerous dormitory problems. A woman should be included on the management staff of all projects where women are living.

One suggestion concerning procedure at the opening of dormitories may be of value. If only a few girls move into a dormitory project at the beginning, they are naturally inclined to be lonesome and are apt to get a poor impression of the accommodations provided. If a considerable group of about twenty or thirty, or even more, could be admitted at virtually the same time, it seems probable that the project would have a better chance of success at the outset.

VI. More desirable accommodations.

While it is recognized that the present dormitories were built to fit into a limited cost figure, and that the rents should be kept down to about one-fifth of the average occupant's income,

by the time necessary additions are made, the cost will have arisen. Wherever possible it is recommended that smaller housing units be constructed with housekeeping facilities so that each unit could operate as an independent housekeeping unit if it so desired. If the expense and lack of materials would prohibit the installation of a kitchen for each unit, a kitchen for two or three units would be advisable. Many women prefer housekeeping accommodations. In fact, in one dormitory project, quite a number of women residents have inquired about the possibility of renting Government trailers which are in the vicinity.

The demountable four room house with kitchen, if made available to women defense workers, would provide housing for more defense workers than the present type of family unit housing constructed by the Government which is generally popular. Discussion has been going on in some areas concerning the advisability of adopting this policy, particularly in areas where the great majority of the plant workers are women. Reports have been received of a few instances in which women have been given special permission to occupy houses. Thus far, of course, there is a great demand for family housing in most war industry areas, but if some houses have remained vacant in certain areas, it might be well to open these to women on an experimental basis.

VII. Immediate Action.

Eating facilities are vitally necessary at Walkerton, Indiana, the Kingsbury Ordnance Plant. Women on the day shift must walk 3/4 of a mile to get breakfast before taking the plant bus at seven o'clock. The dormitories have not been filled as a consequence. As four units are ready for occupancy and others are being constructed, dormitories

will not be used until eating facilities are available.

In Ravenna, Ohio, the transportation problem is paramount. Provision must be made for carrying girls from dormitories to Arsenal. The present through bus is over-crowded when it reaches the dormitory. Costs also are high. At present eating facilities are badly needed. While there are provided eating establishments within walking distance of the dormitory, they are very poor and are not ready to feed an increasing number of women adequately.

SUMMARY OF ARTILLERY AMMUNITION PLANT INFORMATION AS RELATED TO LIVING NEEDS OF WOMEN WAR WORKERS

Artillery ammunition plants and a few Army Depots were visited in the 17 areas listed in this tabulation. Practically all of these plants are new and most are situated in predominantly rural areas, at least five to fifteen miles from the nearest town. In a few instances one medium sized city is in the vicinity.

Although some ordnance plants employing women only for office work were visited, detailed information was obtained mainly for those plants where women are, or will be, employed on productive operations. Of the plants using women on production, only three expect to employ less than 5,000 workers at the peak. Four will probably employ 5,000 to 5,000, and four others will employ between 5,000 and 10,000. Seven plants expect to employ over ten thousand people, and officials of several of these estimated that total employment may go as high as fifteen or twenty thousand, and in a few cases even higher. Figures were obtained from practically all firms and concerning the numbers of men and women employed at the time visits were made concerning the estimated numbers necessary for peak production, but these data were obtained with the understanding that they would be held in the strictest confidence. Therefore, only the proportion of women to be employed at peak production have been shown by plant.

It must be recognized that in many instances the majority of a plant's workers are still commuting from a radius of 35 to 50 miles by private cars. Therefore the transportation problem may eventually become very serious in certain places, and if this problem cannot be solved, more housing of many types will be needed.

The minimum age limit for women in most of the plants is 18, although a few have limits of 20 or 21. Only a few definite maximum age limits were reported, but physical requirements, maximum weight restrictions (found in one or two plants), and preference of some employers, tend to make younger women predominate in these plants at present. There are no restrictions against married women. In fact most officials guessed that half or more of the women who have already been hired are married. However, it seems probable that in places where in-migration occurs to any extent, the proportion of single women will increase.

With a few exceptions, there has been no marked tendency yet to hire Negroes on productive operations, but a considerably larger supply of local labor may become available in a good many areas if this practice comes into general use.

While the emphasis has been placed in this summary on the productive or plant workers, probably it is frequently true that a higher proportion of office workers than factory workers are single women who come from beyond the commuting area. Also, of course, there are some women office workers, recruited through Civil Service, who are employed by the Army and Navy at all of the privately operated plants.

The tabulation which follows indicates the areas in which additional housing for unattached women will very probably be needed and also the areas in which additional facilities for food, recreation, and transportation would provide for the most paramount needs.

Areas and Plants Visited	Women Labor Needs 1/	Sources of Women Labor Supply	Comments Concerning Living Needs
Maryland - Elkton (Triumph Explosives) (National Fireworks) Visited Nov., 1941. Revisit to area in Feb., 1942, and to the dormitories on April 30, 1942.	Both companies planned to use about 65% women in their labor forces even prior to the declaration of war. Several thousand women needed for peak production. At least one plant still planning to expand considerably at end of April.	First workers were drawn from the commuting area but very early one plant had to get workers from distances of as much as 60 miles. Both companies are now recruiting workers from mining regions of Pennsylvania and other places beyond the commuting area.	Dormitories to accommodate 179 women were opened March 23d and have been practically filled during all of April. Sixteen more units to be built. A private individual is planning to open a cafeteria on the dormitory grounds. Since eating facilities in Elkton are meagre and none are near the dormitory project, this cafeteria should be considered essential.
Virginia Dublin-Radford-Pulaski (New River Ordnance and Hercules Powder Plant) 1st Visit - Nov., 1941. 2nd Visit - Mar., 1942.	Powder Company at Radford using women in office only at time of first visit. New River Plant reported at time of second visit that peak employment of women had been reached on operations on which they have thus far been employed. Since second visit to area, report received that some women from New River Plant have been transferred to the Radford plant. It is possible that women may be used on some additional operations at the bag loading plant if the supply of men becomes exhausted.	Numerous reports indicate that a good many workers have been commuting long distances. Quite a number from Roanoke approximately 60 miles away which requires several hours of travel each day.	Two of eight dormitories for women open at time of second visit but only a few women were in residence. Isolated character of the site on which these dormitories are located is undoubtedly a handicap even though a recreation wing has been provided. Investigation should be made to see what additional transportation and other facilities need to be provided.

1/ Figures concerning the number of men and women employed and estimates regarding peak employment obtained from practically all firms on a strictly confidential basis.

Areas and Plants Visited	Women Labor Needs 1/	Sources of Women Labor Supply	Comments Concerning Living Needs
Ohio - Ravenna (Ravenna Ordnance) Visited April 3, 1942.	Women only employed to any extent within past month. However, at peak production Company expects to employ 40 percent women out of many thousands of workers. This is one of the largest plants visited.	Attempt has been made to get labor from within commuting area and near-by cities, such as Akron. However, plant and employment service officials agreed that there is a definite labor shortage in Northern Ohio and that labor will have to be imported from Southern Ohio, Kentucky, etc. Women, as well as men, already coming into the area from many places.	Dormitories for 450 to 500 women already built and additional buildings for about the same number to be constructed at the plant. Slightly more than 40 women in the dormitories at time of visit. A much better transportation system is needed. Present eating facilities near the dormitories are inadequate. Some type of recreational facilities should be provided for women's dormitories to be built at the plant.
Indiana - Charlestown-Jeffersonville (Hoosier Ordnance Indiana Ordnance Jeffersonville Quartermaster's Depot) Visited December, 1941.	About 80% of a very large force at Hoosier Ordnance will be women. The Depot is employing many hundreds of office women and over 100 in production, and will expand. Indiana Ordnance employs no women in production.	All labor generally being hired within radius of 50 miles. Definite indications that about half of the workers coming from Louisville.	Because of the proximity of these plants to Louisville more workers can commute. Adequate transportation is necessary.
LaPorte-Kingsbury (Kingsbury Ordnance) Visited December, 1941. Revisited April 30, 1942.	At time of second visit company employing 30% women out of many thousands. Further expansion is planned and women will probably constitute 60% of eventual labor force, the largest number to be employed in any shell loading plant.	On first visit company hoped to be able to recruit most of labor from within the State of Indiana and nearby parts of other States. Some people still commuting very long distances at time of second visit. Labor within commuting area insufficient. Women now living in dormitories have come from as far as Cleveland, Detroit, Grand Rapids.	Only 63 women in dormitories to accommodate 227. Eating facilities adjacent to the dormitories are very badly needed. Since more dormitories and a very large housing project already planned or under construction, no additional housing program necessary now.

Areas and Plants Visited	Women Labor Needs 1/	Sources of Women Labor Supply	Comments Concerning Living Needs
Indiana (cont.) - Burns City (East Coast Ordnance) Visited January, 1942.	Probably not more than 400 to 500 women will be needed at peak production.	Even though all positions under Civil Service, plant trying to get labor from within 50 miles.	Because of isolated character of this plant, women would probably prefer to live in Bedford or Bloomington and commute. But these towns are 25 to 30 miles away and if transportation cannot be provided, then housing for women will be needed at the plant site. Some recreation facilities would also be needed then, although the plant cafeteria could be used for meals.
Illinois - Joliet-Wilmington (Elwood Ordnance Kankakee Ordnance) Visited January, 1942.	Elwood will employ many thousands, of which about 35% are expected to be women. Kankakee Ordnance employing in office women - a relatively small number.	At time of visit most women were coming from within the commuting area and there was uncertainty as to the source of future supply. Probably some women will have to be imported.	Housing needs of women uncertain at time of visit but dormitories may be needed eventually. Close watch should be kept on the situation.
Marion-Harrin-Crab Orchard Lake (Illinois Ordnance) Visited January, 1942.	Company was not expecting to begin operations before late spring of 1942. About 40% of peak labor force is expected to be women	Many young unemployed workers available. Area has been "depressed" for many years. It is unlikely that unskilled labor will have to be imported.	Much existing housing undoubtedly poor, but women can probably continue to live in places in which they have been residing.
Iowa - Burlington (Iowa Ordnance) Visited February, 1942. Revisited April, 1942.	Because of type of work done in this plant, women will not constitute more than about 30% of maximum force, but several thousand women will be needed.	Most women coming from within the commuting area. Some wives of migratory men workers have also been employed	Local persons interviewed did not indicate any need has been felt for dormitories or other types of housing for single women.

Areas and Plants Visited	Women Labor Needs 1/	Sources of Women Labor Supply	Comments Concerning Living Needs
Tennessee - Jackson-Milan-Humboldt (Wolfe Creek Ordnance) Visited February, 1942.	Company expects to reach peak production by end of summer of 1942 and estimates about 60% of labor force of many thousands will be women.	According to reports women needed for production can be hired from within the commuting area.	Company converting a dormitory on the reservation into accommodations for 160 women. Expected to be ready early in March. Eating and recreation facilities are available near the dormitories. Careful attention should be given to the degree of popularity which these dormitories achieve, since it may indicate whether women are willing to live on ordnance plant grounds.
Alabama - Talladega-Sylacauga-Childersburg (Coosa River Ordnance) (Alabama Ordnance) Visited March, 1942.	Alabama Ordnance expects to employ women only for office work; 60 to 70 percent of total labor force at Coosa River Plant will be women at peak production. Company hiring at a rapid rate.	Most of office workers for operating company and Army at Alabama Ordnance commuting from Birmingham. A round trip consumes about 3 hours per day. Army concerned about increase in rate of turnover in recent months. Coosa River hiring mainly women from rural areas surrounding the plant but employment official believes local supply of labor insufficient for peak production. Also transportation problem is very serious because workers are now coming from scattered farms and villages.	Indication housing for single women will be needed soon, probably both at Sylacauga, which would be a more desirable place than Childersburg, for office workers at Alabama Ordnance Works, and at Talladega for the Coosa River plant. However, some plant officials hope that some women may be able to rent rooms from families in Talladega housing project when it opens.
Huntsville (Huntsville Arsenal) (Redstone Ordnance) Visited March, 1942.	One plant is barely started on production and the other hoping to begin during April. Number of women will be small in the beginning but proportion of women employees expected to increase considerably at Redstone Ordnance. Maximum expansion will probably be 40% out of several thousand workers. A few hundred women may eventually work on production at Huntsville Arsenal.	Probably most women can be obtained from surrounding towns for the immediate future, if more transportation is made available.	Chamber of Commerce reported supply of rooms exhausted and was advertising for rooms to rent. Family housing projects being built may relieve some of the pressure. There is some community interest in dormitories.

Areas and Plants Visited	Women Labor Needs 1/	Sources of Women Labor Supply	Comments Concerning Living Needs
Georgia - Macon (Naval Fuse Loading Plant) Visited March, 1942.	At least several thousands will be employed and 80% to 90% will be women.	Macon is a larger city than most of these[illegible] plants, but a number of women reported to be commuting from outlying towns. Some women very probably going to be imported soon from areas of Georgia beyond commuting distance.	Not many women have been seeking rooms in Macon as yet but the plant has been in operation for only a few months. There has been some local discussion concerning the possibility of defense houses being opened to small groups of single women since only 50 out of 250 in one project had been rented to family groups.
Mississippi - Jackson-Flora (Mississippi Ordnance Plant) Visited March, 1942	Plant not yet operating but probably will begin in May. One-half of the total labor force will be women, but apparently expansion to peak production will extend over a considerable period of time.	Woman labor can be drawn from Jackson and surrounding rural area at the beginning. Over half of the population in immediate vicinity of the plant is Negro. If a decision should be made later to use Negroes on productive work, much less labor would have to be imported.	Poor roads in some directions from the plant. Road to Canton, one of nearer towns of any size, is poor. More buses or trains also needed. Probably some housing for single women will be needed soon near Flora unless transportation problem solved.
Louisiana - Minden (Louisiana Ordnance) Visited March, 1942.	Plant had been in operation only a few weeks at time of visit and so had less than 300 plant and office women. However at the peak, plant expects to employ 70% women in a very large force.	There is uncertainty as to whether enough women for peak labor force can be obtained from local area from which the women employed at present have been recruited. Company officials interviewed thinks local supply of women will not be sufficient. U. S. Employment Office thinks more women may register for employment if "a drive is put on."	Family Housing Project and Government Trailer Camp under construction at Minden. After these are finished additional housing needs can more easily be determined. Women's dormitories may be needed near the plant later.

Areas and Plants Visited	Women Labor Needs 1/	Sources of Women Labor Supply	Comments Concerning Living Needs
Texas-Arkansas - Texarkana (Lone Star Ordnance) (Red River Depot)	Both this ordnance plant and the storage depot are about ready to begin operations. Probably ordnance plant will not reach peak production before the end of the year, but expects to employ 69% or 79% women out of a total labor force of many thousands. The storage depot also expects to employ several hundred women in addition to those who will be employed in the office.	Early recruiting for the ordnance plant has been done within a radius of 30 miles but there seemed to be general agreement that much of the labor for both of these establishments will have to be imported from beyond commuting distance.	Because of need of imported women labor, some kind of housing for women will be needed soon. Regional official from Dallas Defense Housing Office has already been in this area to discuss plans for women's dormitories.
Arkansas - Jacksonville (Arkansas Ordnance)	Plant had been in operation only a short time but already is employing several hundred women on production. At peak production this plant will probably employ one of the largest forces of women of any of the plants included in this summary, since it hopes to employ about 80% women out of a labor force of many thousands.	Workers now coming mostly from Little Rock. One plant official interviewed thought more of the labor could be obtained from within 40 miles but another one thought some workers will have to come from greater distances. Some plans being made to hire Negroes on production which will make somewhat less outside labor necessary. Uncertainty as to extent of importation to be required.	Special dormitories for women now being constructed on plant site. Three buildings will hold 73 persons each, but one dormitory may be used for men. Eating facilities will be available and plans for buildings are quite attractive. No special recreation facilities will be available though.

PROPOSED PLAN FOR COOPERATION BETWEEN WOMEN'S BUREAU AND UNITED ELECTRICAL, RADIO, and MACHINE WORKERS OF AMERICA

I. Proposal of United Electrical, Radio and Machine Workers of America.

1. Joint committee of representatives of the Women's Bureau and United Electrical, Radio, and Machine Workers of America.

a. Purpose: To increase the effectiveness of women workers and their contribution to war production by assuring:
(1) Proper working conditions.
(2) Adequate community facilities.

b. Method of procedure:
(1) Determination of a joint program for effectuating the purpose of the committee.
(2) Execution of the program through the coordinated work of the representatives of the two agencies in the field.

II. Matters for consideration by the Women's Bureau.

1. Extent of membership of a joint committee.

a. Should such a committee be confined to representatives of the Women's Bureau and the United Electrical Workers or should other unions be represented?

b. Should the project, if undertaken, begin with the United Electrical Workers and extend gradually to include other unions?

2. Program that could be carried out jointly.

a. National committee.
(1) Determine matters on which we can work jointly.
(a) Community problems.
(b) Working conditions in plants.
(c) Education of women workers.
(2) Agree on standards we wish to establish.
(3) Arrange for cooperative activities in the field.

b. Cooperation in the field.
(1) Confer with the union before making plant survey.
(2) Joint inspection of plant by representatives of Women's Bureau and United Electrical Workers.
(3) Confer with union concerning recommendations to management.
(4) Confer with management and the union on standards recommended.
(a) Shop stewards and foremen.
(5) Confer with union concerning community facilities.
(a) Make joint or separate recommendations to proper local agencies or authorities; to Federal authorities.
(6) Assist with educational program for women workers.
(a) Speak at union meetings.
(b) Work with committees of union women for improvement of local conditions.

These notes (from community study) sent to Childrens Bureau 1/29/42

Care for Children of Employed Mothers in Defense Areas Visited by Women's Bureau

Ind.

Charlestown, Defense Area - December 1941

Jeffersonville, Indiana - This problem has been considered but no definite steps taken. Mrs. Hughes, Head of County Welfare, said a nursery school was needed but as yet no money had been obtainable. A meeting had been held with Mr. James Zachary, Fed. Security Recreation Rep., and Children's Division whose representative, Miss Louise Gilbert, is paid by Children's Bureau in Washington. At this meeting they decided that if a nursery was established, Goodyear Corporation would have to partially finance it since the mothers would be working there. A letter was sent to the Corporation and a reply received by Mr. Zachary stated that Corporation did not think a nursery necessary. Indiana State laws are quite rigid in regard to nurseries therefore it would mean adequate trained supervision, et cetera. It would have to be approved by State Welfare Board. The first plan was to establish a central nursery near the bag loading plant but that idea was not very feasible due to transportation of children. Mr. Hughes thought it would be necessary to have a nursery in all of the towns - Jeffersonville, Charlestown and New Albany, rather than one central nursery. She also stated that an additional need was a Detention Home for the young girls, 16 years and under, who were found in this area. They come in from Kentucky Mountain section, particularly, expecting to get work but due to their age can't get a job and dire consequences result. It is against the law to put them in jail but no other building is available. Mrs. Hughes said no large home was needed but they did need some place to take the girls under their custody.

Charlestown, Indiana - Need for some type of day nursery here also - especially if more women are working. Also Miss Vetter of N.C.C.A. mentioned that some women living in a trailer or in one room with their families had talked about problems involved in trying to keep the children quiet during the day when the father is working on a night shift. Department of Health has just established a center to give instruction in pre-natal care and the care of young babies but no day nursery facilities.

Kingsbury, Indiana - December 1941

This problem has been discussed but no definite steps taken. Mr. Knoll, County Superintendent of Schools, did not believe the schools could furnish that service. One of the County nurses stated that thus far they had not encountered children left alone but that a nursery would be needed and that probably it should come under the County Public Welfare Department. Mr. Martin Ray, Vice President of the company operating the plant, and Mr. J. F. Perkins, Area Housing Director of Farm Security Administration, both spoke of this need but had no concrete plans or suggestions.

Maryland - November 1941 (Elkton, Edgewood and Aberdeen)

There are no arrangements for care of children whose mothers are employed at present, according to Mrs. Coles, Head of County Welfare. She said some provision must be made as children are being left alone at home while mother goes to work. Mrs. Coles thinks Foster Day Care would be better than a day nursery since women work on different shifts. There has been an increase in domestic difficulties since the boom. This is particularly true in migrant families where husbands have gone off and left wife and children after she got a job or vice versa.

Virginia - November 1941 (War plants at Radford and Dublin)

This problem is being considered and tentative plans made by Mr. David M. Bramell, superintendent of the Radford Public Recreation, Parks and Playground Commission, for a day nursery using W.P.A. girls as helpers. Since the families live 1 to 1½ miles from the Rec. center they are hoping to use the City bus or school bus to pick up the children.

In 4 of the areas visited there was no report on "Care of Children".

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P R O G R A M

FOR

NATIONAL PUBLIC HOUSING CONFERENCE

* * *

From Defense To War Housing -- And What It Implies

America's entry into war demands an immediate revaluation of defense housing policy. A new war housing program must now be planned with main emphasis on how that program will best contribute to victory. Prejudice against low rent housing has too often been permitted to qualify effective defense housing legislation, influenced the designation of agencies regardless of their experience, barred others more competent from participation. Administrators have had to shape major housing policies not always on the basis of their best judgment but sometimes to continue in good favor with a Congressional Committee, offense to which might entail hostile action on future appropriations.

As a result the program has lagged far behind demand. Failure to meet the needs of the defense workers has brought added hardship to those workers and to their families; it has permitted rents to skyrocket, intensified overcrowding; it has kept many skilled workers from migrating to pivotal industrial centers; increased labor turnover to alarming proportions, upset the production timetable, imperilled the war program.

The times demand clear thinking and plain speaking. In this period of national peril, social programs should not take precedence over military necessities, but neither should we favor business as usual in fields where business as usual would arrest the national effort. Nor should the war become a pretext for scuttling important long range local and federal agencies engaged in social undertakings, when their experience and facilities can be employed productively in the war program.

War has shifted the emphasis in housing. It has accentuated the need for

(1) surveying our machinery for the building of housing to the end that our war housing be built as efficiently and speedily as possible,
(2) maintaining the moralo of the civilian population,
(3) integrating the war housing program with the planned post-war program.

These three ends are not being achieved. We are not building fast enough, nor well enough, nor efficiently enough. We are not helping maintain civilian morale, we have failed to link war housing to the post-war program.

It is our purpose to outline the principles and policies which we believe should guide war housing.

I. The Principles That Should Guide a Housing Program

The weakness of all our housing programs is traceable to our refusal to concede that housing is an enduring rather than a transitory problem. Though we have included housing as part of many emergency programs -- recovery, social, defense, war and now even post-war -- shelter is no more an emergency problem than food or clothing. While war, depression or other exigencies may point up the housing needs at certain times more than at others, the problem has persisted always. Decent housing not supplied through the operations of private investment must be made available through public investment. War workers and others that cannot be housed privately must be housed by public effort. The government program must be planned and continued over a long period to assure its effectiveness not only during emergencies but between emergencies.

II. The Corollaries That Follow the Principle.

The recognition that housing is a long range problem requiring a long range remedy demands that

(1) war housing be built wherever possible to house slum families after the emergency. This can be accomplished without sacrifice to speed or efficiency or economy. It would achieve a dual public purpose with only a single public expenditure. It would mean that the vast values now in the process of creation by war expenditures would be salvaged and preserved for known peacetime needs. Permanent large scale operations ought therefore to be built wherever possible. Architects would then plan their projects conscious of their future use. The erection of temporary and other flimsy housing tending to remain permanent would be discouraged in all areas where the housing problem is likely to survive the war.

(2) a long range public agency should undertake the solution of the long range problem. The soundness of the plan was acknowledged when Congress replaced FWA with USHA. The USHA local authority arrangement succeeded. The theory is as sound in this emergency as in the other. The proven policy should be restored - the failure abandoned.

III. The Sphere of Private Interprise.

Unless the respective zones of public and private housing enterprise are clearly defined, there may be conflict, even failure, in both. Private enterprise must be accorded first place where it can produce good housing at reasonable rents. But public enterprise must be permitted to produce housing which private enterprise does not. The latter has failed to provide an adequate supply of housing for war workers at reasonable rentals. The public interest demands that it be included in the sphere of government.

A scheme such as Title VI should not be considered a bona fide private enterprise operation, for it is based upon excessive insurance by the government; it exacts high rents from war workers with low income; it undesirably forces home ownership upon them.

It should be recognized also that property which may be devoted after the war to the public use should remain in public hands and that the wholesale disposition of government-owned houses is not only a diversion of a great public asset capable of serving a great public need, but that it threatens to glut the private real estate market and compete with private enterprise in a field in which it might profitably operate after the war. Moreover, we are blighting the national landscape with future ghost towns, deserted villages, untenanted areas. Most of this can still be avoided if hereafter sites are selected and projects planned for future as well as present purposes.

IV. Housing and Morale.

Poor shelter may undermine civilian morale. Sound and decent dwellings at reasonable rentals are essential in war production areas where the civil population is subjected to increased strain, where production depends upon the efficiency of those workers, their willingness to stay on.

Equally important, however, is it that there be no moral or physical breakdown anywhere in this country during the crisis. A long war will call upon more of our energies, our physical and moral reserves. The recent pronouncement by Hitler that he plans to erect millions of houses for the German people after the conflict, emphasizes the importance of housing as a force in the support of mass morale. Nor can we permit slum populations to become the easy target of the malcontent and the propagandist.

The shortage of materials may dictate the suspension of slum clearance operations but we cannot afford to bar the devotion of war housing to the post-war needs of the slum dweller, as recently accomplished by the Lanham Act. We should on the contrary state clearly and plainly that we will try to preserve war housing as permanent assets of the community and devote them to the needs of the slum population when the war is over.

In the interests of morale, we must discourage the enforced purchase of homes now taking place in war production areas and the saddling of ownership upon workers many of whom are migrants, when we know full well that after and perhaps even during the emergency many of these homes will be lost, their owners evicted.

In the interests of morale, we must properly enforce rent control legislation, restrain oppressive rent rises, prevent unjust evictions. State legislation to implement the federal act would help. A properly staffed decentralized rent control administration that will make a speedy determination of issues is essential. But it is well to know that rent control is temporary, will not produce shelter, is no solution for the housing problem. Only actual construction can relieve the situation.

V. Reorganizing the Agencies.

A reorganization of the housing agencies has been considered and proposed to the President but action upon it has been put off. It should either be acted upon or renounced as soon as possible. Delay has surrounded the agencies with uncertainty; trained personnel associated with some of the agencies are being drawn off into other tasks, the experience they have acquired lost to housing. The failure to act has encouraged Congressional Committees to prescribe their special choices of agencies for the job. Continued appropriations for agencies soon to be organized is wasteful. There is need for executive direction to pave the way for practical Congressional action. Reorganization

should be accomplished by direct act, not by subterfuge. Reorganization to be effective must leave room for federal, state and local cooperation, for the fullest utilization of local agencies.

VI. The Need for Maintaining the United States Housing Authority

In any reorganization, USHA is a vital link binding pre-war, war and post-war housing for families of small means. The curtailment of its powers would threaten the interests of these families. Under its supervision suitable standards for lower cost housing construction have been evolved; it has made practical arrangements with cities for tax exemption, utilities and services; houses have been built - well, cheaply, speedily. The formula under which USHA and its 600 local authorities operate is responsible for one of the most remarkable achievements in the history of public operations. It would be harmful to disrupt it or to experiment with other formulae, expecially centralized operations which in less critical periods have proven themselves failures. The success of the USHA-local authority formula demands that it be used for war housing as well as to rebuild blighted areas and to provide housing after the war.

VII. Decentralizing the Program

A tendency to/centralize the housing operations has again become evident in Washington; policy and administration are being reconcentrated in federal agencies though efficiency as well as democracy suggest decentralization of administration, deconcentration of power wherever feasible. It is an unnecessary, an unpractical intrusion as well as a tactless presumption, for the federal government to build houses in local communities without consulting them, and saddling them with the responsibility for services and facilities they are in no position to furnish. While we recognize that the federal government should proceed where it can obtain no local cooperation, the government must give wider recognition to local problems, permit willing local communities to select sites, build projects and manage them. The war housing effort can best be promoted by inviting the cooperation rather than the antagonisms of local communities.

Local housing authorities should be used wherever they exist and are able and willing to act. Where the federal government is un able to obtain the cooperation of a local authority, it should then be free to act after full consultation with local planning boards and officials. The formula underlying the United States Housing Act, which confines federal authority to making loans and subsidies, creating the norms, supervising construction, but barring it from building and managing, is one that has worked so well that it should be adopted as a going administrative, if not a statutory, policy wherever possible.

VIII. Standards

In some communities defense housing has been of adequate standard - in others below it. Sub-standard developments reduce the level of standards in the entire community. Often only a few hundred dollars of extra initial cost would have made the difference between shelter that is barely acceptable, the maintenance cost of which must be excessive almost from the day of completion, and housing that would be useful over a long period and a civic asset. Even in the short run, the small additional expenditure would be regained in economy of upkeep.

The cost limitations of the Lanham Act, recently raised, are being spent spent in large measure in order to make these houses saleable to private individuals. Among the extra requirements this necessitates are: extra road frontage for purposes of local dedication and extra utility lines to meet these requirements. These add nothing to the amenities of living. Moreover, in addition to the extra cost, additional critical materials are required.

IX. Temporary Housing

The term "temporary" now includes:

(1) movable housing such as trailers,
(2) housing that is demountable and remountable,
(3) barracks for single persons, and
(4) housing for families built cheaply and with an indifference to its permanence so long as it tentatively serves the needs of war workers.

The building of all temporary housing is a serious public responsibility, for in the past such housing has tended to linger on indefinitely. Nor is the cost of building temporary family housing much less, if at all, than permanent family housing. Therefore, in any community in which there are slum families needing rehousing after the war, permanent housing should be built.

Trailers and portable houses should be built but only where needs are tentative, i.e., quarters for workers on camp sites, etc.

In any community in which the temporary demand is by single persons, dormitories are advisable.

Demountable housing should be built only when it is clear that there will be no use for such housing in the area after the war, where the physical structure, or most of it, can actually be salvaged and an over-all saving effected by remounting the houses elsewhere.

There is grave danger that these considerations are being forgotten, that too much temporary housing of all kinds will be built throughout the nation, that this will produce a general lowering of dwelling standards, and perhaps not even serve its useful life as temporary housing. Much of this housing is still experimental, its essential values unproven. Much of the future salvage value of the demountable housing is so small as not to warrant its indiscriminate placement in the quantities now authorized. Heedless building of temporary housing of all sorts offers the greatest single threat to our dwelling standards.

The temporary program calls for 70,000 units by July, 1942. It is doubtful whether an infant industry which last year produced about 10,000 units, can produce secen times that many in about half the time. If, as seems too likely, this means either delay or the acceptance of a poor product in order to attain the total, we should frankly face the question now as to whether it is not sounder to call upon existing producers and proven, well-tried methods.

X. Planning

Both the war and post-war housing program would be helped by the creation of as many local planning boards as possible. Localities should be provided with funds, and in some cases with experienced personnel, to guide them so that plans may be developed now for both war and post-war planning. Where enabling legislation is requiredthe federal government should encourage submission and passage. Local and national planning should be coordinated. There should be a liason between local planning agencies and the National Resources Planning Board. The Board should be regionalized.

War housing should be built as an integral part of the community. It will often save time if arrangements for schooling, sewage, utilities and transportation are made in advance of construction. The government should assume the additional burden for services and utilities imposed upon a community by the addition of war housing. Adequate recreational facilities should be provided and included in total project cost, with provision for responsible recreational supervision.

XI. FHA Housing

Title VI should be repealed. Other FHA schemes under which workers, under the lash of emergency, are being forced into ownership should be suspended for the duration. Title VI was enacted on the assumption that all or most of the houses would be rented. Yet practically no rental housing is being produced under it. Instead, houses are being sold, often to workers forced into making substantial payments though their ownership knowingly is temporary and precarious. Enforced ownership and excessive payments are undermining the morale of these workers. The loss of these homes and the deluging of the market with unwanted equities must be a deterrent to post-war recovery.

FHA should be preparing plans to preserve post-war home security rather than encouraging additional post-war foreclosures. Toward this, asystem of equity insurance should be set up to preserve FHA homes against loss through unavoidable default.

If private enterprise continues in its failure to provide rental housing for war workers in the upper income group, FHA should be authorized to insure 100% loans to public agencies to meet the need for the war period. Such insurance should be granted only in areas where the need for the dwellings will survive the emergency. Surpluses of funds, if any, accumulated during the war period should be set aside as a reserve against future possible deficits or subsidies should these houses be used for low rent housing.

XII. Rural Housing

FHA's rural housing program should not be interrupted during the period of this emergency but should be continued. Since the production of agricultural products is essential to the war effort, the repair of vital rural housing with government aid should be encouraged and a reasonable amount of rural housing included within the category of war housing for which priorities may be granted.

Sound demountable houses erected in temporary communities should be used to replace the sub-standard housing in many of our rural communities. FSA should plan an extensive post-war rural housing program as part of the broader scheme of national post-war reconstruction.

XIII. Surveys

Housing authorities should be encouraged by the government to make surveys of their communities and to program their post-war housing. The Public Work Reserve should be implemented with funds to aid these authorities in financing such programming. The availability of such information would help make available a known reserve of public works for immediate post-war utilization.

XIV. Cooperative Housing

Provision for cooperative housing for the group for whom private enterprise does not provide but for whom subsidized housing is unnecessary should be part of the poat-war program. Under such a program federal loans should be available or federal insurance of loans facilitated for full project cost at low interest rates. The operations of the Mutual Home Ownership Division should be encouraged as a demonstration and carefully studied for their potential value to cooperative experiments.

XV. Reserve Lands

Congress should authorize appropriations for local housing authorities for the purchase of reserve lands needed for post-war low rent projects. The cessation of private construction has provided an opportunity for the acquisition at low cost of lands which may later be unavailable. The purchase of such land during the emergency would not only enable the immediate practical planning of post-war housing, but make possible its quick undertaking upon the cessation of hostilities, to absorb the shock of deflation.

XVI. Public Housing Financing

In any extensive public housing program, private financing of local authority bonds on a large scale must be encouraged, This field of private financing has been relatively unexplored and unused, though it is indispensable to a large-scale, long-range program.

XVII. The Post War Program

It is futile to plan for the post-war era as though it bore no link to what we are doing now -- today. The war housing of today is the post-war housing of the future. We may even be building all of it in many places. With an overall national housing shortage before the defense program, we have now had to stop almost all private dwelling production so that a housing famine looms. If the building of war housing is to go on and expand, we cannot afford to speckle the nation with sub-standard homes, some of which cannot even stand up in a long war.

Moreover, demobilization of millions and remigration of workers after the war must unleash a demand that will shake the post-war planners from their blueprints, upset their calculations for the slow and easy replanning of blighted areas now in process, unless more active steps than "planning" are taken well in advance.

We can be safe only in planning for the future as well as for the present, and building now what we know will be indispensable when peace comes. The standards of our war housing must therefore be adequate, the planning and physical construction sound. The houses we think aretemporary or demountable may be neither. The gamble is too great for a gain so small. The temporary homes of today may be the slums of tomorrow. We must rebuild, not reslum, America.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON 25

Recreation

By Mrs. Nyswander - 1943

Please return to
Miss Spring

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Taken off by Lyndander Jan. 1943

RECREATION FACILITIES IN INDUSTRIAL WAR AREAS AS REPORTED BY WOMEN'S BUREAU AGENTS
1943 from misc. Community Notes
(some housing rates included)

Bath Maine April, 1943

It is estimated by the company that 65 percent of their workers come from outside of Bath. The housing situation is very acute. Many workers are rooming in Bath who would like to bring in their families were there houses available.

There are two government housing projects completed and at present 400 units are under construction, with 500 applicants for them.

These consisted of the one movie theatre, in Bath. Most of the workers by the t[illegible] they reached their homes and had eaten were too tired to seek much recreation at least the women. Even the woman personnal officer drives home with her two boys and enough other workers to fill her car, a distance of nearly 20 miles, gets dinner eats it, and makes a short evening as they have to be up and ready to leave at 6:45. As garden time is coming on Victory gardens will take about all the spare time of those who live in the country.

With the men it is hard to keep them from going hunting or fishing as the proper season comes around.

Springfield Vermont May 1943

There are at the present time, I might say, four Housing Projects in Springfield.

The girls' dormitories are furnished, the land about them is graded, although there are still duckboard walks connected with them. There are both single rooms and double rooms.

There are two projects of family apartments. There is a community room in the main building with floor marked out for badminton and a small kitchen where they can cook things if they are having a party. At the Southview Apartments they are forming a women's club for the girls in the dormitories and in the trailer camps. There is no U. S. O. or any organized recreation program.

Wilmington North Carolina - February 1943

Dormitories with 1,100 rooms, 300 for Negroes, and 800 for whites are opening up. 100 of these rooms are being set off for single women - two to a room, this project is also built for shipyard workers. There is a U. S. O. here.

Norfolk Virginia - February 1943

The Portsmouth Y. W. C. A. has just taken over a building which will become a unit of the U. S. O. devoted entirely to the housing and entertainment of women.

The building will be used for the reception principally of women coming to the city to take Government positions, who are unable to obtain immediately housing accommodations. They will be expected to vacate these rooms as soon as they have obtained suitable rooms elsewhere.

The housing of these women has been one of the problems confronting the city in its present crowded condition. Other women have arrived here and have found it impossible to obtain rooms at once.

Indianapolis, Indiana - February 1943.

The Y. W. is having increased demands especially for late parties for the swing shift. Has had several parties lasting until 4 a. m. and they have been very popular. Plan to have one a week or more if staff can be secured. Y. W. is giving a course to develop leaders for industrial recreation.

Most of the plants have recreation programs of their own and little of a community nature has been done.

The need of increased recreation facilities in connection with schools for children of working mothers was stressed by several interviewees.

Evansville Indiana - February 1943

No community recreation program. OCD and USO have cooperated with Y. W. and Y. M. in soldier-local girl parties. Y. W. has no late recreation program for second shift workers. Y. W. said girls were too tired for any strenuous program. The industrial secretary said she had known many girls coming to dances who have fallen asleep on davenports between dances. (Several of the plants have 10-hour day.)

Women with home responsibilities who are working find it difficult to do their shopping as the stores close early. Very few open after 5:30 or 6:00 so women are staying at home to shop and one employer suggested that the Women's Bureau should try to persuade the shops and banks to be open several evenings a week in an effort to reduce the absenteeism of women.

Employers complained of poor morale on the part of workers and several plants related specific discipline problems and problems of morals with mixed groups.

Job shopping was reported as quite general throughout the last few months. Men and women will start training with pay for one company and then quit for a job in another plant before their training is completed. A stabilization agreement is now in effect and hopes were that it would be effective in reducing turnover.

Milwaukee Wisconsin - February 1943

Miss Ruth Morton, Y. W. C. A. War Extension program Secretary, reported that through the public schools extension service, Milwaukee had excellent recreational facilities. Expenditures of public schools and private agencies for leisure time activities (social centers and night schools) in Milwaukee are $1.75 per capita ($1.46 public funds and $0.33 private funds) as compared to Buffalo with an expenditure of $1.13 per capita ($0.60 public and $0.54 private) and Washington with an expenditure of $1.16 per capita ($0.43 public and $0.73 private).

The Y. W. C. A. War extension program is being carried to women in plants where facilities are available. At present programs have been started in two plants - The Allis Chalmers and the Supercharger Plant. The company bears the cost of a meal or refreshments, the workers paying only a small fee. The program is one of participation. The Secretary stated that this kind of program would be extended to other plants as it was requested by employers - that employers, however, probably "did not realize the value of such a program which could prevent a lot of the labor trouble they were having". Miss Bartlet, the General Secretary, stated that the Allis Chalmers local union (CIO) had called up to object to the program at the Allis Chalmers plant.

The Y. W. C. A. also operates a Negro branch which is a social center for Negro women who like having a place of their own. Dances for Negro women and service men are held at the central association building.

Brunswick, Georgia - February 1943

The Community has been hoping that a recreation building could be provided for the workers in Brunswick but the Mayor had recently received word that "recreational facilities are out for industrial workers."

Charleston, South Carolina - January 1943

It was said that most, but not all of the women working in the yards at the Navy Yard are from the local area or from families which have moved to the region and have family housing of some kind. However, the Navy Yard, the Ordnance Depot, the Point of Embarkation, and several other military establishments have many women clerical workers - and doubtless a good many of these have come from other places in the Civil Service District.

Mrs. Fred Attaway, a member of the local Y. W. C. A. Board, was interviewed briefly at an U. S. O. center. She seemed to think that there is a serious housing problem for unattached women.

North Charleston appears to have very few facilities for eating or recreation, although a very tiny U. S. O. center does exist there. In addition to centers for military personnel in Charleston, there is also an N. C. C. S. center there - particularly for women which will be visited when another trip can be made to Charleston.

Transportation is also rather difficult, of course, and requires a considerable amount of time for workers each day.

East Alton, and Alton, Illinois - 12/42

East Alton

U. S. O. Club operated by the National Catholic Community Service (N.C.C.S.) was opened Dec. 13th, 1942. This club is primarily for female industrial workers and is within walking distance of the Western Cartridge plant. It is located on the main street of East Alton in the first floor of a former store building which has been renovated by U. S. O. The following facilities are now available:

a. Game Room — Large enough for small dances and group games

b. Library and Reception Room.

c. Kitchen, completely equipped with electric refrigerator, gas stove, dishes, etc. The girls may use the kitchen facilities for group suppers, breakfasts, etc., or to prepare snacks at any time. The girls provide the food and U. S. O. the facilities.

d. Toilet facilities for women and men. Women have a powder room with dressing tables and mirrors.

The U. S. O. program will be operated on an Area basis with the two staff members aiding local committees in planning recreational activities. Particular emphasis will be placed on recreational programs in Cottage Hills, Bethaldo, and East Alton where needs are greatest. The Baptist Church in Cottage Hills has offered the use of the basement once per week for U. S. O. programs. A school building will be used in Bethaldo.

Reports from all sources indicate the need for recreation in these towns. Taverns are much too numerous for the welfare of the workers who frequent them, but no other type of recreation was available up to the present time.

The U. S. O. Club has been requested to plan activities for the service men at the Coast Guard Training Station at Grafton, about 25 miles north of Alton. Parties for these boys will be held at the U. S. O. club in East Alton and also at the Training Station.

A Christmas dinner will be prepared and served at U. S. O. Club for women workers who cannot go home. The girls will help buy and prepare the dinner.

Recreational Program at Western Cartridge Co.; East Alton. - 12/42

Present activities include:

Bowling leagues - men and women
Fencing group - " "
Soft ball
Dances

Recreational activities have been largely conducted off the plant grounds, due to lack of a building. However, a recreational building, or "Social Center", has been designed and Mr. Hallahan,

Recreation Director, believed the plan would become a reality within a short time. As designed, the Social Center is a two story building 50 by 80 feet but plan may be changed to give greater floor space and have only one story. This building would be used for large group activities which the U. S. O. cannot handle due to limited space. No conflict or duplication of U. S. O. and Company recreational program is expected since U. S. O. program centers around the needs of women workers and small groups.

Additional activities programmed at the plant are:

Little Theater group
Band and Glee Club
Tennis, croquet, and archery

Proposed "Community" building at Defense Housing Project - East Alton

Plans for this building, which will contain facilities for child care, are being drawn, and it is believed that construction will begin in a short time. This Recreation Center will be an extension to the present administration building and probably will not be very large. The U. S. O. offered to plan some activities there if no leadership was available.

W. P. A. other "Hut" in small part near the Housing project.

A recreational program was conducted here during the summer but from all reports the W. P. A. director has joined the Navy and at present no one has replaced him.

Alton

Y. W. C. A. - a large modern building with swimming pool, gymnasium and various club rooms with kitchen facilities for club suppers. The large lobby or reception room is very attractive. The Young Women's Christian Association is not a residence.

Unfortunately, few of the new girls at Western Cartridge make use of the Y. W. C. A. facilities at Alton. There is a Western Cartridge Club with a small membership composed principally of girls whose homes are in Alton. This past year there has been some increase in number of girls participating in Y. W. activities but few new members are from out of town.

The reasons given for the lack of response of workers were as follows:

1. Group riding in private cars. Girls can't stop at Y. W. C. A. very easily when riding with other persons who are not interested, or need to go home immediately after work.

2. Crowded buses to plant. Workers are reluctant to take bus down town to Y. W. after they ride the crowded buses home.

3. Rotation of shifts every week. Girls lose interest in

activities because they are unable to attend regularly. Change of shifts makes it very difficult to plan programs.

4. Large groups of female workers frequent the taverns and are not attracted to type of recreation offered at Y. W. C. A.

Y. M. C. A.

In addition to regular program the Y. M. experimented with midnight parties once per week for workers on the 4 p. m. to 12 o'clock shift. These parties were not very successful so are being discontinued.

City Recreation Program (Alton)

This program has been in operation twelve or thirteen years and now has a full time director, assistant and office girl. The activities planned are principally for school age groups. However, there are bowling and baseball leagues, clubs, etc. in which a few new workers join, but no particular effort is made to include out-of-town people inasmuch as the program is supported by taxes of local citizens. Not many in-migrant workers located in Alton due to lack of housing available. No defense houses were built here.

The Owens-Illinois-Williams Glass Company in Alton has had its own recreational program with paid director and a well equipped building. Favorable reports on this program came from various sources.

Roxana. The town has a full time recreational director and building which includes a gym, stage and library. The population of Roxana is about 1,500 but Shell Oil Refineries have brought considerable money into the town.

Hartford. Had W. P. A. recreational program -- future uncertain.

Wood River Outdoor swimming pool.

Comments

The consensus of opinion of all persons interviewed was that the recreational needs were greatest at East Alton, Bethalde, and Cottage Hills where population has at least doubled since 1940, and where practically no facilities were available up to present date when the U. S. O. was opened.

If the proposed recreational centers at the defense housing project and at the Western Cartridge Plant in East Alton are constructed, present inadequate facilities should be much relieved. U. S. O. plans to enlarge staff if needs justify the addition of another worker.

An Area Recreational Council has been organized to promote cooperation among the various recreational leaders in the towns, and to prevent duplication of activities on same night for nearby groups.

Summary on Selected Subjects prepared
for Special Purpose Reports
During World War II

Recreation Facilities in Industrial War
areas as Reported by Women's Bureau Agents
1943
Mobile, Alabama.

Mobile, Alabama

Even a brief walk around Mobile downtown streets in the evening is likely to indicate a good deal about the commercial recreation situation, since normally long lines of people can be seen standing in front of almost all of the movies trying to get inside. Employers, labor leaders, and numerous other persons mentioned the need for more recreational facilities for persons of almost all ages. It was also emphasized that the need is especially great in the vincity of some of the housing projects which have been constructed on the outskirts of town. The CIO has recently sent a National representative into the area, who is particularly concerned with building up recreational programs for the union members. A number of people also were especially concerned with the problem of providing more recreation for children and for the "teen-age" group, as one effective method of preventing juvenile delinquency.

The City of Mobile has recently appointed a city recreation director - a new position recently created. It was said that probably he will attempt to carry on some of the programs which have been operating under the W. P. A., but it was felt that assistance from various agencies, and also some Federal funds, will be needed.

U. S. O. has a number of workers in the Mobile area who are conducting recreational programs of various types. Some of these workers are concerned with military personnel for whom several centers exist, but others are concerned primarily with programs for industrial workers, including some representatives of the Y. W. C. A. and the N. C. C. S., who are especially interested, of course, in women war workers.

U. S. O. - N. C. C. S. is operating a house in downtown Mobile which is well equipped to furnish certain types of recreation that are often popular with women. The hall and first floor lounging rooms are attractively furnished and contain, among other things, a piano, a radio, writing desks, magazines, etc. In one first floor room there is a large and well-equipped kitchen. Dark-room facilities for photography also exist. In one first floor room there is a ping pong table, and also some other game equipment. On the second floor there is a fairly large hall which provides a very limited space for dancing. Also there is a weaving room where a number of looms have been set up, and this is said to be a popular activity. A small yard surrounds the house, which is shut off from the street by a high wall, and an outdoor grill has been built in this yard.

Several groups of girls from Brookley Field, the U. S. Engineer's Office, the Port of Embarkation, etc., have been organized and each group meets one night a week. At least some of the girls from Brookley are shop or warehouse workers. One of the clubs is a supper club and the kitchen facilities are available to women when they wish to use them. Luncheon clubs are held several days a week for women working in the downtown area. One shipyard worker is a member of one of the evening clubs, but it has been difficult to contact these women, and as yet, apparently, very few of them are making use of these facilities.

U. S. O.-Y. W. C. A. is carrying on a decentralized program with the staff of the local Y. W. and the Y. M. C. A. -U. S. O. representative, who is assigned particularly to plan activities for industrial workers. Two small rooms are available in the basement of the Y. W. C. A. where certain types of activities can be carried on, but often the crowds are said to over-tax considerably the available space. In nice weather the yard can be used and outdoor roller skating is one activity provided.

U. S. O. and Y. W. representatives also carry on recreation programs on certain nights in a number of other places, such as the Y. M. C. A., which has the advantage of being downtown, as the Y. W. C. A. is not, and at the NYA residence Center. Recently U. S. O. activities have been started in the City Hall at Prichard and in the community house at Whistler. The Y. W. C. A. also reported some difficulty in contacting any great number of the women shipyard workers.

Still more recreational facilities, and expansion of those already operating, is undoubtedly desirable in an overcrowded community such as the Mobile area. (It was pointed out by some that recreational facilities may certainly be a definite aid in keeping some workers from spending their evenings in saloons or taverns, as a result of which there may be increased absenteeism from the job.) It is possible, however, that a good many of the workers are not acquainted with the facilities available despite many efforts to reach them. It would be desirable to include more of the women shipyard workers in recreational programs, apparently, but this is no doubt difficult. (Perhaps this will be easier, if in time, the yards have more women supervisors and women personnel workers through whom contacts might be made.)

It also seems very desirable that as effective use as possible be made by various agencies of recreational space in housing projects, - such as for example, the auditorium and lounge rooms at the Blakely Courts Dormitories and in the community facilities provided in Chickasaw. For instance, the showing of movies at certain times in both of these places would be helpful. (No commercial movie house is in the Chickasaw area, and the WPB refused materials for the construction of a building specifically for this purpose. It seems very doubtful whether the showing of movies in these two places, at least now and then, would impair to any noticeable extent the business of the commercial movie theatres in downtown Mobile, who now appear to have more business than they can handle a good deal of the time.)

Hutchison, Kansas

Recreational facilities:

There is no Y. W. C. A. in Hutchinson. The Y. M. C. A. has a woman's division with two part-time directors, one for physical education and the other for club work.

Although there are quite a number of women participating in the Y. M. C.A. activities, there are few women defense workers. Most of the female participants are office workers, Navy officers' wives and local high school girls.

Hutchison, Kansas

Recreational facilities: (Continued)

Oneday per week the swimming pool and gym are reserved for women. The Y. M. secretary, Mr. Remington, stated that they had failed to interest the women defense workers, partly because of lack of co-operation by the management. However, Cessna Basket Ball teams (men) use the gym for practice. They physical education director for women at the Y. M. is trying to organize a Cessna Club of girls on the second shift for a 12 o'clock noon to 1.30 p.m. gym and swim class. Fifteen girls promised to come to the first meeting to be held the week I visited them -- the last week of February.

The Business Girls' Club is active, also a book club but neither of these have defense workers for members.

U. S. O. Club. Mr. Robb, director; Mrs. Veach, assistant director.

Since January 8, 1943 this club has belonged to the national organization, operated by the Y. M. C. A. Prior to that date it was sponsored by the Chamber of Commerce, American Legion and other local groups.

The club is located in the former Chamber of Commerce rooms. Furnishings were donated by local people but since joining the National Organization, new furniture is being shipped. Some of the chairs, etc. had arrived.

This U. S. O. club is for service men only -- primarily for the sailors at the Naval Air Base. Male defense workers are not admitted, and the women war workers only if selected as junior hostesses. Mrs. Veach did not know how many of the 400 junior hostesses registered were defense workers but she thought very few. We discussed the possibility of using more of the girls from the airplane factories in a hostess capacity.

Comments

Both Y. M. secretary and assistant U. S. O. director seemed to think "defense workers" rather a wild bunch with too much money to spend. However, Mrs. Veach agreed with me that the sailors represented a cross section of the population and no doubt would be glad to have some factory girls at their parties. I believe she will make an effort to include some of the war workers on their hostess list. The new girls who need the U. S. O. most, probably could not secure the necessary local character references, according to Y. M. C. A. secretary. A very careful selection is made of these hostesses.

Wichita

Wichita has more facilities for recreation than most boom towns. The problem here, as in other wartime industrial centers, is how to secure the interest and participation of the workers. Recreational leaders believe that the lack of interest shown by many women workers is due to

the following causes:

1. Inadequate diet
2. Difficulties in transportation
3. Timidity and self-consciousness
4. Supplementary training courses for workers

Suggested methods for overcoming some of these causes of lack of interest:

1. Encourage girls to eat more wholesome food by:

   a. Conducting some nutrition classes with discussions on types of food workers need. Many of the girls do not know food values.

   b. Serve club suppers and breakfasts for night shift workers, allowing girls to help plan and cook meals served.

   c. This method is used at the U. S. O. clubs and Y. W. C. A. The meals are served at a very reasonable price--35 cents or 40 cents each. The girls say that this is the only time they get good food that tastes like home cooking.

2. Since the new girls will come more readily to larger group activities, it would seem advisable to have more parties of this type. The Y. W. C. A. has a "Play Night" every other Friday night for the war workers and service men. They play group games and dance in the gym. The crowd is large enough for the shy members to lose their self-consciousness. Both boys and girls attend these Play Nights. Quite a large number are N. Y. A. trainees living at the dormitory.

Available Recreational Facilities

U. S. O. Clubs

U. S. O. - Y. W. C. A. located downtown
U. S. O. - N. C. C. S. located in a residential area on the road to Boeing
U. S. O. - Y. M. C. A. Negro club in a residential area

Y. W. C. A. - three buildings

Residence
Administration and Activity Building
Negro Branch

Club Rooms and Activities of the Aircraft Companies

Cessna Club located downtown
Beechcraft A. E. I. Club located downtown
Boeing Airplane Company Recreational activities
Aero Parts Manufacturing Co., Recreational activities

Description of Facilities and Activities

U. S. O. - Y. W. C. A. was a former clothing factory. The first floor

was rented and renovated by U. S. O. It consists of a very long room with half-way partitions for the kitchen and office at the back. All activities must be conducted in this one large room or in the Director's office. The girls' supper club serves their meals on tables in the Director's office which is quite large, but since partitions are only half way, it makes discussion rather difficult when ping pong games, etc. are in progress in the lobby. The type of heating system used requires open space for circulating heat. An effort is being made by the U. S. O. to rent the second floor of the building but no definite arrangements had yet been made at time of visit. There is need for additional space. The lobby serves as a library, writing room, and game room. There is a well equipped kitchen and a powder room for the girls.

A great many service men are using the U. S. O., particularly over the week ends.

Other activities include:

Midnight suppers weekly for second shift workers
Roller skating parties weekly for second shift workers
Informal dancing and games at all times
Breakfast clubs for third shift
Supper clubs for day shift
Drill practice twice a week by Beech Guardettes
Community activities at the trailer Camp
Swimming classes at Y. W. C. A. pool

U.S.O. - N.C.C.S.Club was formerly a very large beautiful private home The Catholic Church bought the property within the last year and now rents it to the U. S. O. The house has been redecorated and makes a very attractive club for girls with its many rooms for all kinds of activities. In the hot summer the lovely lawn with trees will be an inviting place for the girls living in crowded rooms. Girls are allowed to entertain their dates at the club if they wish.

The general weekly activities are:

Sunday - Buffet supper at 6 p.m., 30 cents
Monday - Orchestra practice, ping pong, table games and dancing
Tuesday- Knitting club plus usual games, etc.
Wednesday- Craft class, camera club, etc.
Thursday - Bridge club, song festivity, ping pong, and dancing
Saturday - Open house.

Formal dances are held upon special occasions. There is one Breakfast Club of Beech Aircraft girls which meets once a week. A Physical Fitness Class for girls is given and several Child Guidance and Prenatal Courses for the mothers at the Trailer Camp and Housing Projects.

Y. W. C. A. The residence, constantly filled to capacity, is within walking distance of the Y. W. C. A. Activities Building, located in the downtown area.

Facilities Available include a gym and swiming pool in addition to the club rooms, lobby, kitchen, etc.

Activities Program

a. **Health**

The biggest expansion in the Y. W. C. A. activities has been in the Health Department. The gym is used to maximum capacity and swimming is popular. Many more girls would join in this sport if it were not for the necessary physical examination. In order to facilitate the procedure, the physician has consented to come to the Y. W. on a specified date and hour, providing there are a certain number of applicants - 15 girls, I believe, is the minimum. The fee is 50 cents. This includes the first swim if taken at that time. Despite all these inducements, it is difficult to get girls to come for the examination.

b. **Business Department**

c. **Industrial Department**

Although there has been some slight increase in the enrollment of this department, the Y. W. staff is much concerned over its failure to reach the industrial war worker. An effort is now being made to actively recruit these new girls by contacting them in rooming and boarding houses. Contacts with workers through plant management officials has not been very effective.

"Play Night" has been the most successful method used in getting the young war workers interested in Y. W. C. A. activities. If it were possible to have these large group parties more often, it might be the means of drawing the girls into club groups and other activities. The gym is available for these "Play Nights" for workers only one Friday in two weeks. During that period of time many girls lose interest.

The Y. W. C. A. has not attempted any midnight parties for second shift workers. They believe that the U. S. O. is better equipped to carry out such a program. However, the Y. W. has a luncheon club for girls who work on the second shift.

Negro Y. W. C. A. (Mary Talbert Branch) The Negro branch was a former large private home converted into a Y. W. C. A. residential and activities center. It is attractively decorated and furnished, and well kept. They have a large room with hardwood floor that is used for dances, parties, and for big supper groups.

Their girls' clubs include quite a number of Boeing Aircraft workers--the only war plant which hires Negro women on production.

Cessna Aircraft Employees Club, located downtown in the Elk's Building, has the following facilities:

Large ball room with stage
Large lounge, attractively furnished
Pool room
Snack bar and kitchen
Club or class rooms (3)
Gym with showers, etc.
Bowling alley in the basement.

General activities scheduled:

1. Dances with orchestra twice per week for 2nd shift workers -

1.30 to 4 a.m. 1st and 3rd shift workers - 8.00 p.m. to 11 p.m.

2. Bingo party - Sunday night
   Radio program - Sunday night

3. Informal dancing, bridge and other games every evening

The club is open from 9 a.m. to 3 a.m. except two nights a week when it is open until 4 a.m. Dues -- 50 cents per month. Paid hostesses are always on duty when club is open.

Beechcraft A.E.I. Center. (Art, education and industry) Only office girls and members of the Beech Guardettes are eligible for membership. The Guardettes are a military type of organization composed of factory girls, who are trained to drill and help in case of emergency.

Recreational Programs of Other Companies:

Boeing Aircraft Company has no club room facilities. They have an Employees Association with a recreational director. Their social program is planned primarily for family groups. - large parties in the City Forum or some other large public building which the company rents. Activities in which girls participate are :

Basketball, archery, bowling
Mixed chorus and band

Aero Parts Manufacturing Company has an active recreational program for women although they have no building. Bowling and basketball are the most popular sports at present.

Oklahoma City, Oklahoma - April, 1943.

U. S. O. - There are five or six U. S. O. Centers in Oklahoma City because of the heavy military load. Only one center, the U. S. O. - Y. W. C. A. has any activities for industrial girls. This program has been limited partly due to lack of space.

As yet the U.S.O. -Y.W.C.A. has no building and is operating from the Y.W.-C.A. All the soldier activities, mainly dances, are held in hotel ball rooms or at the air bases.

Once per week this U. S. O. has a luncheon meeting for the swing shift girls at Douglas and Oklahoma City Air Depot. An interesting program is planned which the girls seem to enjoy, and attendance is good.

The U. S. O. has access to the gym and swimming pool when the Y. W. classes are not using it but this does not work but very well. The U.S.O. -Y.W.C.A. Club expects to have a separate building before long.

Y.W.C.A. building is well equipped to take care of the needs of women workers. The cafeteria is attractively decorated in Spanish style and the food is good. The Y.W. in Oklahoma City serves as a community center- the O.C.D. offices are here and many local organizations have lunches and parties in this building.

Western

The basement has recently been remodeled into a recreation room called the "Corral." The walls are decorated with bright colored paintings of life - cowboys, steers and Indians. There are facilities for all kinds of games - ping pong tables, shuffle board, card games, etc. Soft drinks are available. The "Corral" is open for use of service men as well as girls.

Up to the present the Y.W.C.A. has not reached many of the Industrial girls, but a program is definitely planned for the future. They have no Industrial Secretary, but a member of their staff was formerly a State Supervisor of W.P.A recreation, and she is going to take charge of the industrial program. The General Secretary of the Y.W. is much concerned over these girls and believes the Y.W. has a responsibility toward the women war workers.

Both the U.S.O. and Y.W.C.A. have some activities for the WAVES on Sunday when many of them are in the city. They live in barracks at the air base.

Tulsa, Oklahoma - April, 1943.

The U.S.O. has recently opened a club in Tulsa for Service men and women. There are quite a number of WAVES coming into Tulsa over the week end. This club will not meet the needs of the Industrial women workers.

Y.W.C.A. - The building is well equipped and has a good location, but, as yet, few of the women war workers have participated in the Y.W. activities. Tulsa had very few women industrial workers prior to the advent of the war plants, and, as a result, the Y. W. program has been primarily for white collar workers and household employees. The Y.W.C.A. has trained a great many Indian girls for household employment.

During the depression, for a period of eleven years, the Y.W.C.A. rented their building to the University Club. In April 1942, the Y.W. returned to their original home, which has adequate facilities, I believe, to meet the needs of the industrial girls. Mrs. Mulhall, the General Secretary, is much concerned over their failure to reach war-workers and is anxious to do anything to make the program successful. Inasmuch as none of the staff is familiar with industrial girls, it seems necessary (to me) to employ a trained Industrial Secretary. Mrs. Mulhall requested the Women's Bureau to make that recommendation to the National Board of the Y.W.C.A.

The Douglas Aircraft Company is interested in a strong Industrial program at the Y.W. They realize that this type of service will indirectly help them. The Welfare Department and women counselors are willing to are willing to give all possible aid to the program.

Negro Y.W.C.A. - Located in a dwelling house in the Negro section. It has few facilities because of its size, but the Secretary is developing a good program, and I believe will be able to help bring about better attitudes among the Negro women workers, as well as to provide some wholesome recreation for them.

The individual plants have recreational programs which have catered primarily to male employees. Probably more consideration will be given to women's activities in the future. Douglas girls participate in the soft ball, archery, tennis, ice and roller skating, and, of course, dances. Second shift workers have dances from 1:30 to 4:30 A. M. and movies are open Friday nights for the benefit of the second shift workers.

Pryor, Oklahoma - March, 1943.

There are two recreational directors - a man and a woman. The Director of Women's Activities is Miss Nancy Radcliff.

The recreation hall for the Oklahoma Ordnance Dormitories is quite large, with hardwood floor for dancing. Juke boxes provide music for informal dancing. Davenports and comfortable chairs are arranged along the walls.

Shuffle board is played here, but ping pong tables are in another room at the Post Exchange.

ACTIVITIES CALENDAR - Oklahoma Ordnance

Sunday, March 14 - Vespers Service - Women's Post Exchange - 2:00P.M.
Monday, March 15 - Council Meeting - Administration Bldg. - 7:00 P.M.
Square Dance Class - Women's Post Exchange - 8:00 P.M.
First Aid Class - Women's Rec. Bldg. 204 - 7:30 P. M.
Tuesday, March 16 -Red Cross Surgical Dressing Class - Afternoon and Evening Administration Bldg. - Room 25.
Wednesday, March 17-Dormitory Party - Dorm 311 - Herb Pennington, Chairman, Time: 8:00 P. M.
Thursday, March 18 -Red Cross Surgical Dressing Class - Afternoon and Evening Administration Bldg., Room 25.
First Aid Class - Women's Rec. Bldg. 204 - 7:30 P.M.
Sunday, March 21 -Vespers Service - Women's Post Exchange - 2:00 P.M.

Other activities planned: Picnic suppers cook in out-door ovens; twelve ovens are now being constructed in the park along the river; horseback riding; boating; swimming.

Ogden, Utah April, 1943.

U.S.O. is trying to develop a program for women in the war plants. At present only group with a regular program is from the Quartermaster Depot. Have found it difficult to interest women. Mormon Church provides centers for its members and new residents are so scattered that it has been hard to recruit women for programs other than dances. Depots have their own programs. U. S. O. has very well equipped club rooms for women in connection with general U. S. O. Building in Ogden.

Salt Lake City, Utah - April 1943.

Mormon Church has extensive recreational facilities and programs for all its members in ward houses. Ward houses are located so that they are within walking distance for every section of the city. Some have most elaborate gymnasium equipment, swimming pools, etc.

U. S. O. and Y. W. C. A. have found it difficult to interest many women in any community recreation program because of the lack of interest on

the part of the Mormons and also because the large women employing companies, Utah Ordnance and Hotel-McCullough have their own programs. The latter use the facilities of one of the Mormon centers one night a week.

Recreation

Communities Listed:

Tampa, Fla.	7/43
Elkton, Md.	5/43
Bath, Maine	4/43
Norfolk, Va.	2/43
Brunswick, Ga.	2/43
Savannah, Ga.	5/43
Charleston, S.C.	5/43
Mobile, Ala	2/43
Salt Lake City, Utah	4/43
Ogden "	4/43
Wichita, Kansas	2/43
Oklahoma City, Okla	4/43
Tulsa, Okla	4/43

Recreation

Tampa Fla. 7/43

V. Recreational Facilities for Women

According to Miss Taber of the Y.W.(and also a newspaper article seen in Tampa) the U.S.O.& Y.W.C.A. center in Tampa has been operating primarily for service men and their families. The newspaper story told about the small jobs done for visiting service men, such as sewing on buttons, mending rips, etc. However Miss Tabler said that recently a woman had come to the U.S.O. who is supposed to do some work with industrial women. Miss Wace, supervisor of women at the Tampa Shipbuilding Co., said that she had recently been contacted by this representative of the U.S.O. It is possible, therefore, that a more definite program for industrial women will be developed later.

Miss Taber said that the Y.W. has no secretary for industrial women but that she would like very much to have such a person and indicated that funds would probably be available if a suitable person could be found to take over this work.

There is also an NCCS Women's Division in Tampa, which has a small emergency housing unit, according to report but agent had no opportunity to visit this center and so knows nothing of its specific activities.

Elkton, Md. 5/43

There are two full-time white USO workers, 1 Negro USO worker, and 2 recreation workers, connected with the Federal Housing Projects.

The USO has a small building where open house is held from 9:30 am to 11:00 pm each week day, and from 2:00 pm to 11:00 pm on Sunday.

All USO activities are for the soldiers, sailors and Defense Workers. The building being used is small, but there are separate rooms for writing, reading, dancing, etc. On the second floor there are rooms for club meetings, classes of various kinds, etc. The USO provides all kinds of mass and individual activities.

The well-equipped kitchen is in almost constant use for the preparation of refreshments, and it is also used by about 5 to 20 girls who prepare community suppers there nearly every night.

The USO sponsors dances at the Armory in Elkton or at nearby places. A regular feature of entertainment is a free movie each Sunday night. In addition, there are song fests, bingo parties, card parties, outdoor suppers, etc. (XXXXXXXXXXXXXXXX)

The USO workers go to the dormitories and work with the girls there. Publicity of activities is given out at the plants.

The Negro USO Director has been in Elkton for about 3 weeks, and has rented a small store where she plans to have a small lounge and a snack bar with sandwiches and hot soup or spaghetti, and a USO office till she takes over recreation in the auditorium which is being completed in the Negro dormitory unit. The Federal Public Housing Authority has not yet extended the invitation for the Negro worker to take over the recreation, but it is agreed that the invitation is coming soon. After this invitation is received & the community house is completed, all kinds of group recreation will be sponsored.

The two recreation workers (1 gives about 2/3 of her time) for the dormitories and for the housing unit are handicapped by the fact that the community building for the dormitories is not yet completed, but this is to be finished by Sept. or Oct. 1943. The community building for the housing units will be completed in about two weeks.

There is a temporary tent arrangement that is being used for activities for the dormitories till the community building is finished.

There are all kinds of group activities, such as sponsoring dances at the Armory, or at nearby places, games of various kinds, badminton, volley ball, horse shoes, croquet, etc. Once a week an outdoor picnic is held, games are played and a 35-cent supper is served.

Recently a vested choir has been formed, these girls will sing at the interdenominational vesper services which are being held each Sunday afternoon, and upon invitation will sing at other towns - They now have an invitation to sing at nearby Chesapeake City, Md. - and one for New York City this fall.

Also a group who play stringed instruments have been encouraged to play for various groups, meetings, etc.

Upon completion of the community buildings more clubs, classes, etc. will be formed.

Arrangements have been made to rent cottages from the State Park, 15 or 20 miles away, where 15 or 20 girls can spend a week end - Different groups will be taken here thru the summer months.

There are 12 dormitories, and another 3 will be finished very soon - Each of these dormitories has a small lobby or lounge. These lounges have recently been furnished with large chairs, couches, etc. but since they are small, they are not hardly usable, they are more or less like a passage way.

The lobbies are too close to the girls' bed rooms, as the girls work on three shifts and some are always sleeping, and quiet should be maintained - so entertaining in these small lobbies is hardly possible - and so while it might be said that the girls have the lobbies for entertaining their guests, really at present, and until the community house is finished in the fall, the girls must meet their friends up town; or at some convenient place.

The recreational building is well underway, and has facilities for group recreation, such as an auditorium, club rooms, lounges, etc. There is some unassigned space that Miss Hoffman, the recreational director, would like to have equipped for a kitchen, to be used for refreshments for the group meetings and then for the different groups of girls to prepare suppers in, using it as the one at the USO is now used.

Agent believes that this would add a great deal to the comfort and pleasure of the 900 girls who will be housed in the 15 dormitories.

Agent would also suggest that a kitchen of the same kind be installed in the community building for the Negroes.

The Md. State Library has promised about 100 books for each dormitory - These will be loaned to the residents on a self-charging system.

Groups of Elkton women have sent magazines out for the lobbies. The Elkton Public Library is open three nights a week, agent suggested that the Library be contacted and suggest that they publish their hours, along with an invitation to newcomers in

Elkton, Md. cont'd 5/43

the city to make use of their books.

The Elkton women have been most cooperative, they had a policy of inviting different girls to their home for a meal, but the girls didn't like this, as they had no way of returning it. However, groups of women from Elkton have given parties in the dormitories, these have been huge successes, they brought flowers and refreshments and games were played -

The town churches have at various times given certain kinds of group entertainments, dances, parties, etc., for the Defense Workers.

At present the recreational workers and the resident mgr. of the dormitories occupy the same room - when the community building is completed the offices will be separated, which will no doubt help to make a more complete & desirable division between renting and recreation.

Both of the large plants sponsor various types of recreation - Such as ball games, picnics, bingo parties, etc.

There is one movie house in Elkton, this seats about 1,000 - 35 of these seats are alotted to the Negroes - However nearby towns such as Wilmington 20 miles away - Newark, Del. 6 miles away, and other nearby towns offer some kinds of public entertainment.

The school plans to have classes this fall, in cooking, sewing, etc. These will be open to Defense Workers.

5. C.S. - Bath - Recreation - Bath, Maine 4/43

Recreational facilities: These consisted of the one movie theatre, in Bath. Most of the workers by the time they reached their homes and had eaten were too tired to seek much recreation at least the women. Even the woman personnel officer drives home with her two boys and enough other workers to fill her car, a distance of nearly 20 miles, gets dinner, eats it, and makes a short evening as they have to be up and ready to leave at 6:45. As garden time is coming on Victory gardens will take about all the spare time of those who live in the country.

With the men it is hard to keep them from going hunting or fishing as the proper season comes around.

5. Recreation - C.S. Norfolk Va. 2/43

Dr. Lorin A. Thompson, Director of Population Study of the Virginia State Planning Board, and whose office prepared a report "Population Influx in the Hampton Roads Area", Sept. 1942 says that "There is no recreation in the area-period." This statement applies to recreation for defense workers.

Mr. Thomas A. Hanes, chairman of the City Recreation Commission, says that a survey is now being conducted by the commission for the purpose of determining how many agencies are furnishing recreation, and what additions are necessary. Then the commission will make recommendations for a recreation program to serve war time demands, and remain as a permanent program.

Recreation

5. Recreation - C. S. - Brunswick, Georgia 3/43

The community had been hoping that a recreational building could be provided for the workers in Brunswick but the Mayor had recently received word that "recreational facilities are out for industrial workers."

Recreation: - C.S. - Savannah, Georgia 5/43

Some plants in Savannah have a few recreational activities, sponsoring Athletic Associations, games, etc. (At this time the Maritime Commission would have to authorize plants paying players for lost-time--at Shipyards--and so there may be few games.) The Union Bag and Paper Corp. has an Ahtletic Assoc. which has a club room downtown. Women at the plants do not seem to be using these forms of recreation to any extent as yet, and probably do not feel much a part of them.

As for commercial recreation facilities, little is available in Savannah. There are a few movies, usually crowded, an occasional pool room, bowling alleys, and the usual supply of taverns and "night spots." The city is interesting to walk through if one likes to look at old homes, and has beautiful little tree-filled parks, with benches, every few squares. In other words, it has always been a pleasant city for tourists to visit, but it offers little to amuse the restless young men and women who are working there. It has a good library and an auditorium where there is, rarely, something going on.

Recreation: - C.S. - Savannah, Ga. 5/43

USO-YWCA in Savannah is using part of YWCA building and may in time be able to use greater part of building. The local USO-YWCA worker, Mrs. Conwell, is emphasizing public relations and her assistant is helping on actual recreational work. Mrs. Betty Miller, regional office (Atlanta) of Federal Public Housing Authority reports that the Housing Projects in Savannah have excellent facilities and the local board there is most cooperative and interested in using them for recreational work. Mrs. Williams has been appointed Projects Services Supervisor and she will be able to do a good job on a recreational program. She will try to get local groups and tenants at the projects to work out their own program.

continued next page

Recreation

Recreation: - C.S. - Savannah, Ga. (cont'd) 5/43

There are some free public and some commercial facilities for out-door recreation (beaches, pools, parks, playgrounds) but the transportation problem often enters here.

Some of the housing projects have community buildings where it was planned there should be organized recreational activities, but, since the closing of WPA, not much of anything has been done about this. It is said that the Housing Authority of Savannah is working on this, and that it will not permit other agencies to use the community buildings in the housing projects for special recreational programs. This will make it more difficult for the YWCA-USO and the NCCS-USO to carry out their plans for decentralized recreational programs for working women.

Mrs. Betty Miller of the Federal Housing Authority, regional office in Atlanta, is in charge of federal-housing community facilities for this region. For housing projects, Federal Housing Authority provides recreational facilities in part--buildings with or without equipment. Also, assigns directors of recreation and pays for them in part out of housing fund.

The Office of Community War Services (formerly OCHW) has a recreational representative in Savannah who has been directed to coordinate the efforts of agencies interested in supplying recreation in Savannah. We were told at this office that the WPB will not give priority (in rec. needs) until needs are certified by this organization. The O.C.W.S. has the responsibility of organizing a community recreation program and of acting as a certifying agency to all recreational agencies, public and private, who plan to work on recreation and come in to work on recreation in the community. Also, it is to stimulate local groups to carry on. Unfortunately, it would seem to us, from what we learned in Savannah, that very few persons trying to work out a recreation program know about this office.

The local recreational representative of the Office of Community War Services in Savannah is Mr. John A. Garrett. An interview with him indicated that he had given considerable thought to the whole recreational situation in Savannah but that he had not yet had time to formulate or carry out any definite plan of action. In the light of what we saw in Savannah, we think the following remarks, made by Mr. Garrett while speaking of the recreational problem, are worth considering:

1. There is no overall agency in Savannah to clear through, in regard to securing of Lanham funds, but there should be.
2. Nothing as yet is being done for the industrial workers in regard to recreation--although there is even, perhaps, too much USO work for service men. "You can't talk much about this here or stimulate interest and cooperation because people think these workers have the money to buy their recreation--only there is almost no worth-while recreation to be bought in Savannah. There are, practically, only the movies and the taverns and Jive Places."
3. The Unions now have plenty of money and could start a recreational program. (Mr. Garrett may try to do something in this connection.)
4. The needs for playgrounds and community centers have been met in part out of public funds. However, there is the need, in this connection, of money for equipment, and the salaries for actual recreational or play leaders, and the wages for the necessary help, such as janitors. There are too many paid coordinators going around, and not enough actual workers on the recreation job, so that the coordinators have nothing to work with. (Too many generals and not enough privates.)

Recreation - C.S. - Savannah, Ga. (cont'd) 5/43

5. It is next to impossible for "surveyors and coordinators" to get the facts on the need of recreation for industrial workers or to learn what these workers want or would use. The only practical way to start such a program is to do less paper-planning at the top and start a few paid recreational workers on the job here and there. They will get a few persons interested and, as more and more participate in the recreation offered, new programs can be offered to meet the interests and desires of the participants. (Agents believe that most practical workers in the field of recreation, who have had real experience on-the-job in supplying recreation, would agree with Mr. Garrett here.)

Page 19 of sched.:

Miss Ford, Regional Director of USO-NCCS, with whom we had a long talk while in Charleston, had a practical approach to the problem of recreation for working women in Savannah and Charleston, and we are giving below some of the suggestions she made about recreation for industrial women, since we believe, from what we saw in this territory, that they should be considered.

1. Extension work or a decentralized recreation program is good where there is any place to start, but it is often difficult to find places where this work can be carried on (except for housing centers). (There is also, today, the transportation problem, in this connection, and the difficulty of getting workers sufficiently interested to patronize infrequent events and activities at different and changing and unfamiliar places.)

2. The chief need of the industrial worker, thinking primarily now of the woman or girl who is away from home and has no family or home-life, is a central place of good environment, supervised to the extent that it is respectable and "friendly", where she can entertain boys, where she can meet other girls, where she can relax if she wants only to relax, where she can be entertained by special events occasionally (being tired from her work she may like to be a spectator rather than a participant in active recreation), where she can join in group activities when she wants to (singing, games, preparing meals for little supper-parties, picnics, etc.--not just dancing), where out-door activities like picnics can be arranged, etc. The place should be one "she can drop in to" when she wants to--she may even want there a place where she can do her mending or her laundry work on choice things occasionally (since she will have so few conveniences at her rooms). This place, a kind of club room, should not be too awe-inspiring, and parties should not be formal, since these girls could easily be frightened away. Planned activities should take into consideration the interests of the girls themselves, the demands of the work they do in the plant, etc. Young girls want to meet boys, and this is easily arranged by the director, through the different service-men's USO's in town.

Agents of the Women's Bureau felt that, in so far as single women are concerned, and considering the housing situation--the fact that there is no women's dormitory, and the fact that most single women are living in town in crowded rooms with no privileges for entertaining, and considering the attractions of the soldiers and sailors roaming around town, a central place of this kind for recreation in Savannah would be more useful than an extension program. Also, single women working in Savannah but having families and homes there, would probably find this more attractive than a decentralized recreation program, by and large. If the USO-NCCS and the USO-YWCA had a building in common it might be all the better--providing neither one can use the existing facilities they had thought at first were available.

Recreation

Recreation: - C. S. - Charleston, South Carolina 5/43

There is U.S.O. recreation, to a limited amount, available for service-men. Recently, the U.S.O.-N.C.C.S. has given serious attention to recreation for industrial women. For this it is using, in central Charleston, a large old, 3-story mansion, with big, high-ceilinged, well-lighted and cheerful rooms. It is not known, as yet, how much use working women will make of this center.

Agents attended the second party for working women at this center under the new director. A great many working women and service-men (who are easy to secure for the girls' parties) were present and seemed to be having a good time. There is a large space in the building for dancing, there are two good pianos, and an orchestra is furnished when needed. Mrs. Ford, however, does not wish dancing to be overemphasized.

The Y.W.C.A. has a small gym., a pool, and tennis court, but the primary concern of the Y.W.C.A. at present seems to be to supply housing. It is using all the space available in the main building and in two houses in the rear for housing for working girls. There seems to be little conception of the need of recreation here for working women--or else housing is considered so important as to make work on a recreation program impossible.

There is a Negro Y.W.C.A. without sufficient leadership or space. There is also a community center in a school building for Negroes.

There may be little recreation available in Charleston, but there is even less in North Charleston where there has been the greater increase in population. Since this was recently an undeveloped section it is obvious how little there would be there in the way of commercial recreation. There is practically nothing for Negroes in North Charleston. There are a few facilities for the Whites. There are two commercial theatres, one bowling alley, one athletic field, one playground and an undeveloped park area. The Y.W.C.A.-U.S.O. has a small branch in North Charleston, and although supposed to furnish recreation for industrial women, it is doing mostly work for service men. It has been using a small building at the athletic field which had formerly been used for storing of equipment. It is said that it is now to have greater facilities and space, and its program may, therefore, be changed.

For Whites there are some recreation facilities planned in the new housing developments. There are the following recreation possibilities in the housing projects:
At Ben Tillman Homes (near Navy Yard), 1 large recreation room, 1 small kitchen, and a small play area.
At Legare Homes (near Navy Yard and Women's Dormitory), community building with library, kitchen, large recreation hall with stage, dressing room, etc. This is waiting for a recreation director.
At Calhoun Homes (a little farther from Navy Yard), a recreation room and an undeveloped outdoor play area.
At Liberty Homes, there is planned a large community house with administration building and commercial unit.

In North Charleston there has been organized the Cooper River Playground Commission and this group, together with other interested persons, is trying to get play space in the housing projects and schools (Lanham funds).

In connection with recreation, the question is frequently asked, "How much use will the workers make of non-commercial recreation facilities when they become available?" and "Just how much recreation is wanted by the industrial worker who is employed for long hours at tiring work?"

Recreation

Recreation Recommendations: Mobile, Ala. 2/43

Still more recreational facilities, and expansion of those already operating, is undoubtedly desirable in an overcrowded community such as the Mobile area. (It was pointed out by some that recreational facilities may certainly be a definite aid in keeping some workers from spending their evenings in saloons or taverns, as a result of which there may be increased absenteeism from the job). It is possible, however, that a good many of the workers are not acquainted with the facilities available despite many efforts to reach them. It would be desirable to include more of the women shipyard workers in recreational programs, apparently, but this is no doubt difficult. (Perhaps this will be easier if, in time, the yards have more women supervisors and women personnel workers through whom contacts might be made).

It also seems very desirable that as effective use as possible be made by various agencies of recreational space in housing projects, such as for example the auditorium and lounge rooms at the Blakely Courts dormitories and in the community facilities provided in Chickasaw. For instance the showing of movies at certain times in both of these places would be helpful. (No commercial movie house is in the Chickasaw area and the WPB refused materials for the construction of a building specifically for this purpose). It seems very doubtful whether the showing of movies in these two places, at least now and then, would impair to any noticeable extent the business of the commercial movie theatres in downtown Mobile who now appear to have more business than they can handle a good deal of the time).

Further consideration might very well be given to the re-arrangement of business hours in order to give workers more opportunity to shop and to carry on necessary business. During various discussions of the problem of absenteeism in Mobile the difficulty of getting shopping done was frequently mentioned. At present most stores in the downtown area close at 6 or 6:30 even on Saturday night. Banks are only open during the usual banking hours. It seems very probable that arrangements for a shopping night in Mobile similar to those now found in many other cities would definitely help the problem of absenteeism. Business hours could be arranged so as not to require individual employees of the establishments affected to work longer hours than at present. Perhaps the stores could stay closed until noon on one day, for instance.

Furthermore the need for some arrangement of this kind is likely to be even greater in the future if, as is desired, many more housewives are recruited for work outside of their homes. In fact as more and more women are called into industry, still other special services may have to be provided to help them carry out their home duties, many of which they will probably still have.

Recommendations:

The question of unfavorable working conditions was not discussed very much in relation to the Employment Stabilization Plan at any conference in which agent participated but it seems that such conditions do merit consideration. (If workers are generally going to be required more and more to remain in one particular job should it be the responsibility of government to make sure that working conditions are reasonably satisfactory. This is a question which it seems to me needs a lot of careful consideration, in thinking over the situation in Mobile).

Recreation for Shipyard Workers:

Movies very crowded - long lines waiting outside every evening.
C.I.O. has recently sent representatives to help build up recreational program for union members.

City of Mobile has recently appointed a city recreation director; a new position recently created.

USO-NCCS operates house in downtown Mobile equipped for certain types of recreation often popular with women. There are comfortable lounging rooms with piano, radio, writing desks, magazines, etc.; also ping-pong and other games, a well-equipped kitchen, and many attractive facilities for women to spend leisure time. This is all available to shipyard workers but very few are making use of these facilities. YWCA is providing some activities for industrial workers in two rooms of basement, but space is too limited. YW and USO carry on recreation programs on certain nights in other places also but reported some difficulty in contacting any great number of women shipyard workers.

Recreation

Recreation Community Notes - Salt Lake City 4/43 E.E.

Mormon church has extensive recreational facilities and programs for all its members in ward houses. Ward houses are located so that they are within walking distance for every section of the city. Some have most elaborate gymnasium equipment, swimming pools, etc.

U. S. O. and Y. W. C. A. have found it difficult to interest many women in any community recreation program because of the lack of interest on the part of the Mormons and also because the large women employing companies, Utah Ord. and Hitel McCullough have their own program. The latter use the facilities of one of the Mormon centers one night a week.

Ogden, Utah 4/43
E. E.

Community Notes

Recreation -- USO is trying to develop a program for women in the war plants. At present only group with a regular program is from the Quartermaster Depot. Have found it difficult to interest women. Mormon church provides centers for its members and new residents are so scattered that it has been hard to recruit women for programs other than dances. Depots have their own programs.. USO has very well equipped club rooms for women in connection with general USO building in Ogden.

H. **Recreation:** Wichita, Kansas 2/43

Wichita has more facilities for recreation than most boom towns. The problem here, as in other wartime industrial centers, is how to secure the interest and participation of the workers. Recreational leaders believe that the lack of interest shown by many women workers is due to the following causes:

1. **Inadequate diet**

   Women do not eat foods that produce energy - "They are afraid of getting fat." Production work in aircraft plants is rather strenuous, and at the end of the shift they are too tired to make an effort to go anywhere.

2. **Difficulties in Transportation**

   Workers must go home when the driver of the car is ready if they share a ride. Usually these cars do not go downtown or near a center of recreation. Buses are crowded and uncomfortable.

3. **Timidity and Self-Consciousness**

   Many of the young girls come from small towns or farms and are not accustomed to organized recreation. They are self-conscious and afraid to join club groups for fear they will be called upon to do "something" alone.

4. **Supplementary Training Courses for Workers**

   These classes are important and should be encouraged. However, the worker who goes to school has little time for play.

Suggested methods for overcoming some of these causes of lack of interest:

1. Encourage girls to eat more wholesome food by:

   a. Conducting some nutrition classes with discussions on types of food workers need. Many of the girls do not know food values.

   b. Serve club suppers and breakfasts for night shift workers, allowing girls to help plan and cook meals served.

      This method is used at the U.S.O. clubs and Y.W.C.A. The meals are served at a very reasonable price - 35 cents or 40 cents each. The girls say that this is the only time they get food that tastes like home cooking.

2. Since the new girls will come more readily to larger group activities, it would seem advisable to have more parties of this type. The Y.W.C.A. has a "Play Night" every other Friday night for the war workers and service men. They play group games and dance in the gym. The crowd is large enough for the shy members to lose their self-consciousness. Both boys and girls attend these Play Nights. Quite a large number are N.Y.A. trainees living at the dormitory.

Wichita 2/43 (cont'd)

Description of Facilities and Activities

U.S.O.-Y.W.C.A. was a former clothing factory. The first floor was rented and renovated by U.S.O. It consists of a very long room with half-way partitions for the kitchen and office at the back. All activities must be conducted in this one large room or in the Director's office. The girls' supper club serve their meals on tables in the Director's office which is quite large, but since partitions are only half way, it makes discussion rather difficult when ping pong games, etc. are in progress in the lobby. The type of heating system used requires open space for circulating heat. An effort is being made by the U.S.O. to rent the second floor of the building but no definite arrangements had yet been made at time of visit. There is need for additional space. The lobby serves as a library, writing room, and game room. There is a well equipped kitchen and a powder room for the girls.

A great many Service men are using the U.S.O., particularly over the week ends.

Special parties for soldiers are planned when they are passing through in large numbers. On Christmas, they had 700 soldiers to their party and on January 2 about 1,000. The American Legion serves coffee and donuts to the Service men here every Sunday afternoon.

Other activities include:

Midnight suppers weekly for second shift workers
Roller skating parties weekly for second shift workers
Informal dancing and games at all times
Breakfast clubs for third shift
Supper clubs for day shift
Drill practice twice a week by Beech Guardettes
Community activities at the Trailer Camp
Swimming classes at Y.W.C.A. pool.

U.S.O.-N.C.C.S. Club was formerly a very large beautiful private home. The Catholic Church bought the property within the last year and now rent it to the U.S.O. The house has been redecorated and makes a very attractive club for girls with its many rooms for all kinds of activities. In the hot summer the lovely lawn with trees will be an inviting place for the girls living in crowded rooms. Girls are allowed to entertain their dates at the club if they wish.

The large kitchen with its many windows and gay decorations is one of the most attractive rooms in the house. Girls are allowed to buy food and cook meals if they wish. Some of the girls cook their supper every night. The cupboards contained jars of jelly, mayonnaise, etc. labelled with the owner's name.

At Christmastime the girls trimmed the Christmas tree and cooked the Christmas dinner.

Oklahoma City, Okla 4/43

Y.W.C.A. building is well equipped to take care of the needs of women workers. The cafeteria is attractively decorated in Spanish style and the food is good. The Y. W. in Oklahoma City serves as a community center - the O.C.D. offices are here and many local organizations have lunches and parties in this building.

The basement has recently been remodeled into a recreation room called the "Corral". The walls are decorated with bright colored paintings of western life - cowboys, steers and Indians. There are facilities for all kinds of games - ping pong tables, shuffle board, card games etc. Soft drinks are available. The "Corral" is open for use of service men as well as girls.

Up to the present the Y.W.C.A. has not reached many of the Industrial girls, but a program is definitely planned for the future. They have no Industrial Secretary but a member of their staff was formerly a State Supervisor of W.P.A. recreation and she is going to take charge of the industrial program. The General Secretary of the Y. W. is much concerned over these girls and believes the Y. W. has a responsibility toward the women war workers.

Both the U.S.O. and Y.W.C.A have some activities for the Waves on Sunday when many of them are in the city. They live in barracks at the air base.

Comments.

There has been much misunderstanding and some friction between the U.S.O. - Y.W.C.A. director and the Y. W. staff. Unfortunately, it is the industrial girls who have been the victims, that is, nothing much has been done for them because each organization waited for the other to consult and cooperate. This method hasn't brought very satisfactory results. However, both organizations are desirous of helping the war workers and, I believe, [illegible] greater effort in the future.

H. Recreation.

U.S.O - There are five or six U.S.O. Centers in Oklahoma City because of the heavy military load. Only one center, the U.S.O. - Y.W.C.A. has any activities for industrial girls. This program has been limited partly due to lack of space.

As yet the U.S.O. - Y.W.C.A. has no building and is operating from the Y.W.C.A. All the soldier activities, mainly dances, are held in hotel ball rooms or at the air bases.

Once per week this U.S.O. has a luncheon meeting for the swing shift girls at Douglas and Oklahoma City Air Depot. An interesting program is planned which the girls seem to enjoy and attendance is good.

The U.S.O. has access to the gym and swimming pool when the Y.W. classes are not using it but this does not work out very well. The U.S.O. - Y.W.C.A. Club expects to have a separate building before long.

D - Recreation Tulsa, Okla 4/43

The U. S. O. has recently opened a club in Tulsa for Service men and women. There are quite a number of WAVES coming into Tulsa over the week end. This club will not meet the needs of the industrial women workers.

Y. W. C. A. - The building is well equipped and has a good location, but, as yet, few of the women war workers have participated in the Y. W. activities. Tulsa had very few women industrial workers prior to the advent of the war plants, and, as a result, the Y. W. program has been primarily for white collar workers and household employees. The Y. W. C. A. has trained a great many Indian girls for household employment.

During the depression, for a period of eleven years, the Y.W.C.A. rented their building to the University Club. In April, 1942, the Y. W. returned to their original home, which has adequate facilities, I believe, to meet the needs of the industrial girls. Mrs. Mulhall, the General Secretary, is much concerned over their failure to reach war workers and is anxious to do anything to make the program successful. Inasmuch as none of the Staff is familiar with industrial girls, it seems necessary (to me) to employ a trained Industrial Secretary. Mrs. Mulhall requested the Woman's Bureau to make that recommendation to the National Board of the Y. W. C. A.

The Douglas Aircraft Company are interested in a strong Industrial program at the Y. W.. They realize that this type of service will indirectly help them. The Welfare Department and women counselors are willing to give all possible aid to the program.

Negro Y. W. C. A. - located in a dwelling house in the negro section. It has few facilities because of its size, but the Secretary is developing a good program, and I believe will be able to help bring about better attitudes among the negro women workers, as well as to provide some wholesome recreation for them.

Plant Recreational Programs -

The individual plants have recreational programs which have catered primarily to male employees. Probably more consideration will be given to women's activities in the future. Douglas girls participate in the soft ball, archery, tennis, ice and roller skating, and, of course, dances. Second shift workers have dances from 1:30 to 4:30 A. M. and movies are open Friday nights for the benefit of the second shift workers.

Schools and Educational Facilities

Communities Listed:

Elktone, Md. 6/43

Schools + Education facilities.

Elkton, Md. 6/43

There was no complete information on this. Education varies, there are some with no more than 5 or 6 years of schooling (this would apply to the older women from back in the hills) while others average 2 yrs. of high school. There are some with business school experience, and some with 2 yrs. of college -

Training

Communities Listed

Tampa, Fla. 7/43
Burlington, N.C. 7/43
Erie & Niagara Counties – Buffalo, N.Y. 7/43
Durham, N.C. 7/43
Charlotte, N.C. 7/43
Memphis, Tenn. 8/43
Portland, Maine 4/43
Norfolk, Va. 2/43
Savannah, Ga. 5/43
Charleston, S.C. 5/43
Mobile, Ala. 2/43

Training

Tampa, Fla. 7/43

Training----- There are some VEND and E MWT courses in Tampa. Also there is a parachute packing school. Agent believes that this is privately operated but is not certain. According to the Labor Market Report for June 15, 1943 there were 1,094 enrolled in the govt. training classes, and 323 of these were women. The report indicated that some of the women trained have had to be sent away from Tampa to find employment.

Mrs. Franz, who was working at the vocational school in Tampa, at the time of the visit, complained that the shipyards were not hiring all of the qualified women who had been trained for shop work. She seemed to blame the unions in part at least, since a considerable amount of the actual hiring is done through the unions, and said that a woman who was a relative of some man who was a member of a union might often be hired, though totally inexperienced, in preference to a woman who had had some training in a VEND course.

(Note-at one shipyard, the Tampa Shipbuilding, personnel director indicated that he was not much interested in women taking pre-employment VEND courses, except for welding and burning).

Burlington, N. C. 7/43

Section G. Training

The training agencies have provided sufficient trainees to date for Fairchild Aircraft.

Six months ago it became difficult to get local people into training courses, and NYA has recently furnished far more people than V.E.N.W.T.

We are at present having a hard time securing enough people to fill a new class beginning in aircraft inspection. The situation may develop into one that will shortly cause us to recommend that aircraft inspection courses be started elsewhere.

The only surplus of trainees that we have are 20 Negro girls who cannot be taken on at Portsmouth due to closing of hiring by the Civil Service Commission.

In-plant training is in full swing in local industry. Fairchild Aircraft and Burlington Mills have full-time training departments. These two firms are progressive in this respect.

Erie + Niagara Counties - Buffalo, N. Y. 7/43

Training There are about 800 now in school for training paid for by employers. Mr. Geo. Toles of Dept. of Education.

Durham, N. C. 7/43 **Training courses in operation in this area, both V.E.W.P.T. and N.Y.A., include machine shop, sheet metal and arc welding. Machine shop training at the Durham high school is geared to meet the needs of Wright's -- upon completion of the 320-hour course, trainees are employed by the local plant and given additional on-the-job-training.**

No employment for either sheet metal trainees or arc welder trainees is available in this area. As the supply of training material is limited and the number of persons interested in leaving this locality is practically exhausted it may be advisable to discontinue all courses except the machine shop.

Training

Charlotte, N. C. 7/43

Training is adequate to meet the needs of this community. The difficulty is getting the trainees because they can be placed on jobs at about the same wages without training as with training. Employers like to have trainees out of these schools. There is still local demand for machine shop trainees. Classes in this have been kept full. Aircraft sheet metal trainees will be hired at the local Army air base without training - as base gives a training period and pays while doing so.

The N.Y.A. training locally has been mainly used below the ages of the local labor market, even though they are needed in the labor market. Also they are transferred to other centers before they are made available to us. The community is getting no benefit whatever from N.Y.A. training in this community. Some employers have complained that they are not as well trained as the VENWT trainees.

Training Memphis Tenn. 8/43

An office clerk gave a small amount of information concerning current enrollment at the Memphis Vocational School in the absence of Mr. Edward Hudgins, Director of the School. As of August 26, 1943 there were 258 women and 402 men enrolled in pre-employment and supplementary classes. Of the women, 179 were in the class in air-craft riveting which is a prerequisite for employment at the Fisher Aircraft Co. This course requires about 3 weeks. There is 1 woman in electric welding, and 2 are in special course on air-craft welding. The remaining women are distributed among courses in aviation mechanics, aviation engine mechanics, motor mechanics, and radio, and in supplementary courses in blueprint reading and drafting. Some women take the supplementary course, chiefly in blueprint reading, to become inspectors at Fisher's. The Caine Steel Co. has also hired some women inspectors trained at the school.

According to the Labor Market Report there apparently has been a considerable decrease in the enrollment at this school in recent months and also the school at Whitehaven, Tennessee, which has supplied many workers for Brookley Field at Mobile, and its various sub-depots, is also operating at less than capacity. (Part of this may be due, of course, to the fact that the War Dept. has generally been decreasing its personnel and cutting plans for the future, a statement heard previously in several other areas, which was reiterated by Mr. Clark, representative of the Office of the Secretary of War stationed in the Memphis area).

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7. **Training:** Portland, Maine 4/43

Two courses are now being offered on a no-pay basis. Less than 10 percent of the training stations in the All-around Metal Machining classes are idle. Three out of ten in the Light Metal Structural Assembling and Erecting course are idle at present.

These courses were designed to fit the needs of industry, but industry fails to make the most out of the training given, in that the employers do not pay any more to the new worker who has had this training than to an entirely green person. This has resulted in most trainees leaving the courses long before completion. All courses have been adjusted to meet the needs of the community. Most classes in the two courses mentioned above are now operating on a 4-hour per day basis as it was found that insufficient numbers of trainees would be available on an 8-hour basis.

Training in welding and acetylene burning was changed to a supplementary course in May, 1942, when applicants for the training became more scarce. All students attending these classes since that date have been on the payroll of the shipyards from the time they entered. As of March 16, 1943, no burners are being trained. Enrollment in the welding school is 182, of which 136 are women. Total capacity of the school is 234, leaving 22 percent of the training stations idle.

VTWPW is also cooperating with TWI in a very large program of training within the plant of the South Portland Shipbuilding Corporation.

Training

Norfolk, Va. 2/43

Another reason for not taking training courses is the inability of trainees to finance themselves while taking training. If some means could be worked out whereby women and men could receive a subsistent pay while taking training, it would greatly relieve the difficulty in securing trainees.

Training: - C. S. - Savannah, Georgia 5/43

At the time of our visit to Savannah the VEND school seemed to be inactive, it being difficult to secure students because it could not pay them. There is an NYA school and trainees from this school have been used by the Southeastern Shipbuilding Co. and the Savannah Machine & Foundry Co., Shipbuilding Division. The Steel Products Co. was using welders from this school. However, although these plants spoke well of the training given by the NYA school, they seemed to feel that they were able to train most of their "green" workers on the job quite satisfactorily, and did not feel dependent on the school. The Southeastern Shipbuilding Co. has a special training school of its own for new workers and believes that it can do a more satisfactory job in training new workers than can be done outside, the attitude being that this is an emergency period wherein there is not time to train green hands to be skilled in a craft or trade and the realistic training director can make no pretense of craft-training but must concentrate on good training for one job, production work--after a brief orientation course to permit the trainee ot see where his particular type of work fits into the whole job. This school at the Southeastern seems to be a very good one, and the attitude of the training director seems to be in line with present needs. Most of the plants we visited emphasized training-on-the-job for new workers and thought it adequate. Of course, the lack of highly skilled workers, capable of supervising work, was frequently mentioned, but no training in this brief emergency period can produce this skill. The Quartermaster Depot has a training school of its own and gives a brief course of training, with a short orientation course, to new workers to fit them for their special job. Practically no supplementary training was being given, except for a very little at the Southeastern Co.

The following is a description of the NYA school, located just outside Savannah. We are including this only because it might be of some special interest, since we have done the same thing for a VEND school in Charleston community report:

This school has been an induction center since September 1942.
Admits students of from 17 to 24 years of age, and wishes it might be permitted to admit older ones also, since there is a demand.

continued next page.

Training

Training - Savannah, Ga. (cont'd) 5/43

The NYA School:

Numbers inducted and placed to date, since Sept. 1942:

Inducted, men	950
Inducted, women	301
Placed, men	701
Placed, women	199

From 20-30 new women are inducted each week, and twice as many can be admitted when the new building at NYA is finished. Only a few students leave before courses are completed.

Who takes the women trained here? The Southeastern Shipbuilding Co. takes most of the women. 120 women from NYA have been placed there to date. These women start at 92 cents an hour, whereas green hands start there at 68 cents (according to the school. We found this questioned in one plant.) Hunter Field has taken 60 women trained at NYA. The Southern States Iron and Roofing Co. has taken from 25 to 30 women.

Who takes the men trained here? The Southeastern Shipbuilding Co. takes most of the men. Some are taken by the Savannah Machinery & Foundry Co., Shipbuilding Div., and some by the Steel Products Co. The MacEvoy Shipbuilding Co. takes a few of the welders.

The school says that it can furnish all the female sheet metal workers the firms would want, but that the firms in Savannah do not want women to any extent in sheet metal work or in the machine shops. The school says that it cannot get enough students of welding to meet the demand, although the welding shop is run 24 hours a day. About 50 percent of the students at the school take the welding course.

Courses: Welding; Machine Shop; Automobile Mechanics; Sheet Metal work. 360-400 hours are required in sheet metal work. 360-400 hours are required in machine shop. 360-400 hours are required in welding. Students have to pass examination in welding before being considered welders.

Sources of Women students: Because in-plant training is popular with the firms in Savannah, the NYA does not have many native Savannahians as students. Local persons usually go directly to the plants without previous training. The school has a few girls from the area around Savannah. However, the girls come mostly from the small communities (Not farms, NYA is not supposed to recruit directly from farms) of the southeast. 66 came from South Carolina, 25 from Florida, 67 from eastern Tennessee, and 185 from Georgia (outside Savannah area).

If student comes from outside Savannah, he (or she) lives at the NYA school. The following is supplied the students: Room, Board, work clothes, medical care, and $15.90 a month for spending money. The following is supplied the students living in Savannah and not at the school dorm.: the noon-day meal, work clothes, and $40 a month for spending money (this used to be $19.20).

The NYA finds and investigates rooms in Savannah for the out-of-town students who get jobs in Savannah. The NYA reports a housing problem in this connection. (See "Housing").

Training

Training: - C.S. - Charleston, S. C. 5/43

Industries must make better use of their present supply of workers. Women could well be given more training while on the job and an opportunity to advance to greater usefulness. This also applies to Negroes, the great source of labor in the South. If women are to be utilized in greater numbers in the shipyards, it may probably be necessary, since most women have some home duties, to arrange for shorter hours of work than are common in this area.

There is an N.Y.A. School for whites in N. Charleston and one for Negroes out-of-town. The N.Y.A. wishes that it might be able to raise its maximum age above 24, since it believes there are many over 24 who would like training but cannot take training without some financial assistance. There is a Vocational Training School (VEND) in Charleston, called the Murray Vocational School. This school also has a branch for Negroes, called the Burke School, in Charleston. Since the Navy Yard has recently reduced its minimum age requirement from 20 to 18, the Vocational School is much concerned because the number of applicants for training has been decreasing each month, for the past few months. Since it is now training women, primarily, it does not know whether its difficulty in recruiting students is due to the fact that it cannot pay its students, or to the fact that more local women cannot be interested in war-work, or to the fact that women who might be interested have too many home-responsibilities. It admits that it could get more students for the Burke School (colored), if it became generally known that plants were seriously interested in utilizing Negro workers.

Agents recognize the problem the Training School is facing. Many persons interviewed in Charleston spoke about this problem as a very important one. However, it would seem to us that, to be frank and realistic, plants are not very much concerned about the Training Schools, although they show interest in them (with reservations here as to the Negro). Agents have felt in Charleston, as elsewhere, that plants are now more interested in depending on their own in-plant training, although this may be no more than training on the job. The Charleston Navy Yard has a very good apprentice-training school of its own, where it is teaching a great many male apprentices. It has lately shown some indication that it realizes the needs of this emergency-period and that it may not be able to continue its emphasis on an apprenticeship-training course of the period from 4 years to 2 years, and apprentices are now required to take only one morning of class-training a week, working the rest of the time. It has not yet taken in women for apprentice-training. Women and other "green" workers are trained on the job and the Navy Yard seems satisfied with this training, although it used persons with vocational training, when they are sent from N.Y.A. of the Vocational Schools. (Confidentially, we feel that the Yard does not have too high an opinion of facilities for training at the schools, and is satisfied that its own training-on-the-job is as satisfactory.) Heretofore, the Navy Yard was not losing its apprentices to the draft, but, if, as seems likely, it is now going to lose many of these apprentices to the draft, might it not be wise for the Navy Yard to use the splendid facilities for training, found in its Apprentice School and excellent training staff, to give women some real training so that they may advance on the job? This can be a practical kind of training to meet present emergency needs, rather than a thorough apprenticeship training.

Training

The Murray Vocational School (for Whites) Charleston, S.C. 5/43 cont'd

From July 1940 to March 1943 there were 2,347 placements, almost entirely women.

No remuneration for trainees.

Sources of women: Some are local native women, from professional and clerical work as well as from stores, etc. Many are from out of town, now living in Charleston, and are wives of male in-migrants working in war-plants or are wives of service men who have come here to be near their husbands.

Supply of trainees: School thinks it has drawn practically all the women who are available or interested in work. Could train 200 or more at a time and now have less than 100 students. Numbers of women have been decreasing each of past 3 months. School can now place every woman trained here and has demands for many more. The Charleston Shipbuilding and Drydock Co. has taken a few of the women. The West Virginia Pulp and Paper Mill has taken a few, without requiring the training and before the training was completed. The Charleston Navy Yard has taken most of the women. (School says that the Navy Yard expects to lose a great many men in the draft in July and is asking for about 60 women a week, which demand the school cannot now supply.) School tries to interest women to enroll through talks at Clubs and over Radio, (very little through newspapers), but feels this publicity does not reach the woman who will work. School thinks it might secure more women if there were available nursery care for small children. School questions every woman, before enrolling her, concerning her home duties, and if she has children and has made no provision to care for them she will not be admitted to training. Many of the women in the school have home responsibilities. School thinks home responsibilities may be what is keeping women from enrolling in greater numbers.

Admission: Women are given an aptitude and an intelligence test (both very easy--see attached forms to report) before being admitted to training. Passing grade is low and, therefore, most of the women pass the tests. Women must be able to read and write. Women are also given a personal interview. Very few of the women who start training are "lost," although some do drop out the first week. See schedule for description of women in Training classes -- Age, Marital Status, Number of Children, Education.

Burke School for Negroes (under direction of Murray School)

This school can get all the Negro trainees for which it has capacity, so long as Negroes find they will be placed in jobs. Recently new interest has been stimulated in these courses because some Negroes are being placed. All of the Negro women placed were placed with the Charleston Navy Yard. To date 93 women have been trained here. In February, 1943, the first of the women, nine, were placed in the Navy Yard. In March, 1943, the Navy Yard took 51 Negro women from this school.

School reports that these Negro women compare favorably with the white women, in training, and that the best proportion of those applying for admission to the school pass the tests, although more of the Negro women than the white women drop out of school before training is completed.

Training

Training: Mobile Ala. 2/43

During the period from March 2, 1942 to March 2 , 1943 the National Youth Administration recruited, trained, and placed through its center in Mobile almost exactly 2000 youth. While some of these were recruited and trained entirely in Mobile the great bulk of them came from NYA establishments in 9 different states and merely spent two weeks at the Mobile center for final training and placement. These youth came from Alabama, Arkansas, Florida, Georgia, Mississippi, Missouri, South Carolina, Oklahoma, and Tennessee. Complete figures for girls were not available since separate records of placements by sex were not kept until the latter half of the year. However something over 244 girls were included among the 2000, and some girls came from each of the nine states (though in several instances only 2 or 3 girls came from a state). Over 60 percent of the girls, and an even higher percentage of the total youth, however, came from three states of Alabama, Mississippi, and Georgia.

All but 62 of the youth were placed in war industries, and one or more workers were placed in 15 different war plants, a few of which were outside of the immediate vicinity of Mobile. The great bulk of all of these workers were placed in the two shipyards and Brookley Field at Mobile, and about 85 percent of all placements were at the shipyards.

Vocational training courses are offered in a number of fields, including electrical work, machine shop, sheet metal work, welding, blueprint reading and drafting, and also in typing, shorthand, and general office work. These classes are given at Murphy High School, McGill Institute, and at the Custom House.

The NYA training center has already been referred to in this report. Some youth receive their entire training course in this center but most come in from other NYA training schools and receive only their final two weeks training here. Courses given include machine shop, sheet metal and welding. The young men and women live in tents which have wooden floors and wooden sides to a height of several feet. In addition to the shops, there are also buildings for toilet and bath facilities, and a central dining hall.

Shipyards in Mobile do seem to want women to have some training prior to employment and so there are probably legitimate reasons for wanting women to take training. However there is certainly also a desire to fill up the training classes which have many vacancies. (See sheet concerning training opportunities in the enclosed material).

Transportation

Communities Listed:

Tampa, Fla. 7/43
Burlington, N.C. 7/43
Durham, N.C. 7/43
Charlotte, N.C. 7/43
Bath, Maine 4/43
Portland, Maine 4/43
Savannah, Ga. 5/43
Charleston, S.C. 5/43
Mobile, Ala. 2/43
Wichita, Kansas 2/43
San Diego, Calif. 11/43

Transportation

VII. Transportation Tampa, Fla. 7/43

As indicated earlier both shipyards are on the remote outskirts of Tampa. There is a street car line which ends near the Tampa Shipbuilding Co. The route back to downtown Tampa is long and circuitous and no doubt very crowded in rush periods, but it is possible to use this transportation. Also there is bus service to this yard, at least at the change of shifts. Also, at the change of shifts there is some bus service to the McCloskey yard but otherwise public transportation appeared to be meagre. There is a bus from Tampa which runs to the yard about 10 A.M. and the next one about 2:45 P.M. This is probably not considered so serious from the workers' point of view but it is very inconvenient for them on days when bad weather conditions cause the shifts to be dismissed early. (It was noted on one of the company's reports that absenteeism has been increased because workers are reluctant to come to work when the weather is uncertain because of transportation difficulties. However the lack of bus service to this area is probably even more serious because of the housing project adjacent which must depend upon the same service. It is hoped that bus service will be made more extensive when this housing project is substantially complete.

At the change of shifts there is some special bus service from St. Petersburg to the two yards, and it is possible that there is some special service of this type from Clearwater or a few other communities. However, as in many other areas, the chief method of transportation appears to be by private cars, -in "car pools." Probably because of this one of the chief transportation difficulties mentioned by manpower commission officials is that of the high tolls on bridges leading to the St. Petersburg-Clearwater communities where many of the workers already live and where most of the housing now available for new in-migrants is situated. Agent did not, unfortunately, get the exact schedule of toll fares, though one figure of about 75¢ per car was mentioned. Even though the bridge tolls may not be terrifically high if divided among four or five members of a car pool, there appears to have been a good deal of complaint about these tolls. As a result a bill was introduced in Congress by Senator Pepper, and was passed recently, which provides that under certain circumstances the Army and Navy may take over bridges of this type and operate them without charging tolls. Agent is not certain as to the exact provisions of the Act but officials of the Army and Navy have to declare that the bridges are vital to national defense, successful prosecution of the war, or something of that kind.

On one of the days that agent visited the office of the area War Manpower Commission in Tampa, the area director was busy telephoning some Army and Navy officials in Florida to see whether they were willing to take the actions necessary to get the toll fees removed. However when agent left Tampa it appeared that no action of a definite character had as yet been taken.

(As a further comment on this general situation and the somewhat conflicting plans and ideas which have been discussed concernin the solution of the Tampa problem it should perhaps also be mentioned that one of the regional manpower officials in Atlanta told agent prior to her visit to Tampa that some consideration was being given to the feasibility of moving part of the shipyard operations to St. Petersburg. He said that this was a new idea, and very confidential, had not as yet been discussed with the Tampa yard officials. The manpower officials in Tampa did not mention this possibility and may not have known about it. It still appeared to be a rather remote possibility).

Transportation, cont'd

Darlington, N.C. 7/43

II. Transportation

(a) Common carriers, including the city bus line owned by C. A. Lea are able to do their job. They are crowded but not too crowded for more buses.

(b) Car pools are saving the day in this county. Plants have persons hired in several instances who head up a system devised to direct car-pool system. This persons get rider and car operator together.

(c) The 2,100 persons to be hired by Fairchild can be assisted to ease the transportation situation by building houses near the plant. Space is available within walking distance of Fairchild plant on all four sides.

Section I. Employment Service Activities Last Two Months

The community is accepting the program in an intelligent manner, so far as employers are concerned. They are not violating its provisions. Workers are testing the plan.

Durham, N.C. 7/43

II. Transportation — Some form of bus service is available to practically all sections of this area. Bus service is supplemental with "Group Riding Plans" which provide transportation to the job. Additional buses -- if it were possible to obtain them -- would relieve crowded conditions during rush hours. However, production is not hampered by the lack of transportation facilities. We believe that all local needs are met.

Charlotte, N.C. 7/43

a. Common carriers: The local bus facilities are adequate to meet the needs at the present time.

b. Private cars: Private cars are being used to a great extent. Travel is almost as heavy as at any time during the past 2 years.

2. C.S. Transportation Bath, Maine, 4/43

Location: The Bath Iron Works are located on the Kennebec River, at the lower part of the town which rises a little bit up from the river. The railroad and railroad station are only a few hundred yards from the Yard, and the main streets of the town, both residential and business are scarcely 10 or 15 minutes walk. It is a small town with about population.

Transportation problems are serious, affecting as they do the rate of absenteeism.

No general committee, representing the community, has been working on the problem, but the individual employers concerned have done what they could to stimulate car-pooling and thus assist their own workers in obtaining transportation.

The Bath Iron Works, as the largest employer in the area, is endeavoring to solve the problem for their own workers by purchasing 10 buses of their own, which will be operated on routes covering areas not now served by public transportation companies. These will operate from points 50 to 60 miles distant from Bath. It is not expected that the problem will be solved in this way, but in this way, transportation will be available for nearly 400 people on each of the three shifts, who now either depend on private cars or because of complete lack of transportation have not been available for employment at this establishment.

Transportation

#28 C.S. Portland, Maine 4/43

Transportation:

Transportation is a serious problem. Some of the larger employers, especially the South Portland Shipbuilding Corp., have made rather effective contributions to the solution of this problem for their own workers.

Car-pooling is wide-spread, very few cars coming to industrial establishments without from 3 to 5 passengers.

Special bus lines are operating for distances up to 50 miles on schedules conforming to the shipyard shifts. In most cases, no public transportation is available outside the urban area, for workers in other war-production plants.

Although additional buses have been sought by both Maine Central Trans. Company and Central Maine Power Company, for use on established routes as well as on additional ones, very few have been obtained. Central Maine Power Company reports the transportation of twice as many passengers during February, 1943 as during the same month in 1942. Workers report that it is not uncommon to wait from one-half to an hour for a bus.

The two yards of the South Portland Shipbuilding Corporation have staggered their shifts, so that the change is one hour later in one yard than in the other, for each shift. This has helped greatly so far as traffic congestion is concerned, but does not make possible the use of the same buses for more than three trips daily, as might be possible if the shifts broke three to four hours apart.

No other organized effort to arrange staggered shifts has been made, for it has not seemed necessary.

Transportation facilities: - C. S. - Savannah, Georgia 5/43

The plants visited feel that the transportation problem is not too great at present. Many workers come in private cars (pooling of cars). Buses run near or right to the plants. There are more frequent runs of buses at changes of shifts. There are some special buses for the Southeastern Shipbuilding Co. yard and new housing projects near this large shipyard have helped releave the transportation problem there. However, many plants are served by old buses--every one available has been brought into use--and there are occasional break-downs of buses. At shift-changes all buses are overcrowded. At such times the "Jim Crow Law" is more honored in the breach than in the observance and some plants feel that there is occasionally a danger of a flare-up of racial prejudice. Workers often have to wait for some time to get into a bus, due to overcrowding. Fortunately, the plants are not very far from the center of Savannah, for the most part, and the bus-ride is not long.

Transportation

Transportation: - C.S. - Charleston, South Carolina 5/43

The local transportation company, through cooperation of the Navy Yard, which owns the special buses which this transportation company uses for transportation to the Navy Yard, tries to keep up with the needs, and with present facilities can do no more than is now being done to meet the transportation problem. The number of persons carried in public conveyances in Charleston in 1942 was more than 662 % greater than in December, 1938 (the last "normal" year). (Information from O.W.I.)

The transportation company is short of workers, especially repair men. It is using women bus drivers on some of the buses in the City of Charleston and women "conductorettes" on the Navy Yard buses. At shift-changes buses are overcrowded and sometimes break down, being in need of repair. Transportation has to be supplied for many workers living throughout adjacent counties, up to a radius of 60 miles or more. Agents saw many of the buses (very "unseaworthey" in appearance) which run from the Ordnance Depot to outlying towns. Many private cars are used, workers clubbing together. (The southeast is not as short of gasoline as other parts of the east.) The building of housing projects near the Navy Yard has prevented the transportation problem from being as bad as it might have been. The Charleston Shipbuilding and Drydock Co. is not far from the center of Charleston (about a 15 minutes walk from the center of town.) A one-way bus trip from the city of Charleston to the Navy Yard in No. Charleston costs 10 cents, and from the city of Charleston to the Ordnance Depot in No. Charleston, 20 cents.

Transportation: Mobile, Ala. 2/43

Transportation to some of the housing projects has definitely been a problem. The dormitories on Blakely Island are dependent upon transportation by bus and car to the shipyards and through the Bankhead tunnel to Mobile. At first the only service to and from Mobile and to the Alabama Yards was at the change of shifts but recently hourly service to and from Mobile was instituted from 9 A.M. to 1 P.M. and from 7 to 11 P.M. which makes these dormitories less isolated from the rest of the community. (Some special bus service for workers is said to be available to the Gulf Yards also although definite information was not obtained concerning this).

Probably one of the most important things to consider with respect to transportation for women workers is to make sure that really satisfactory transportation is available for those working on night shifts who get off at 11 or 12 o'clock. Many women are afraid to walk home at such an hour, especially along dark roads to isolated dormitory projects. Furthermore the provision of transportation from a plant or shipyard to the center of town often is not sufficient if bus service is not available to take women near the places where they actually live. (Some complaint on this score has been made in Mobile). If more women who are already residents of Mobile are successfully recruited for night work, this particular phase of the transportation problem may become increasingly important since quite likely such women would come from homes scattered over a wide area in the community.

The few women on night shifts who were actually interviewed were travelling in "car pools" which is perhaps the most satisfactory arrangement for women under such circumstances but this is not possible for all women probably, or might not be for increased numbers of them.

contd next page

Transportation

Transportation - Mobile, Alabama - C.S. 3/43 cont'd

Gulf Shipbuilding Co. is located in the suburban community of Chickasaw, 7 miles from downtown Mobile. Bus service is available - fare 10¢. It is a walk of several blocks from end of bus line to shipyard. Most workers are said to travel in "car pools."

Alabama Drydock and Shipbuilding Co. has had the most difficulties in transportation. The main part of this yard is located on Pinto Island across the Mobile River from the city of Mobile. From the city proper and the region south and west of it, the plant can be reached by ferry boat or in cars or buses which run through the Bankhead tunnel (under the river).

The ferry service formerly was carried on by the company's one boat when there were comparatively few employees, and the service was free. When this became very inadequate the city took over and began operating a two boat ferry service with a fare of 5¢ a ride. When agent visited the plant one city ferry had broken down so one ferry with a maximum capacity of 500 was trying to furnish transportation for thousands of workers. At change of shifts a worker often had to spend an hour or more getting across the river. The workers are penalized by losing 15 minutes pay for tardiness of 15 minutes or less. A new plan has been made for a new company to come in and operate five ferries and for new landings to be built so workers will not have to walk long distances to their job after crossing the ferry, so perhaps this ferry problem will be settled satisfactorily.

The tunnel has one lane of traffic each way and traffic moves very slowly during rush hours. The fare is 25¢ but shipyard workers get special rate of 10¢. There is no pedestrian travel through the tunnel. Gulf Shipbuilding Co. is located

The housing projects on Blakely Island have been quite isolated because of limited transportation. The only service to and from Mobile and to Alabama Yards was at change of shifts but recently hourly service has been instituted.

Some complaint has been made in Mobile that there is no transportation near the places the women are living - dormitory projects, etc. - and this is bad for women working on night shifts.

Wichita, Kansas 2/43

E. **Transportation:** Wichita, Kansas, 2/43

Public buses run every hour to the Boeing plant. Cessna and Beech Aircraft have bus transportation only at the change of shifts. There is no bus to Culver Aircraft from downtown but the majority of workers come from Newton and other towns in the vicinity of Culver Aircraft which is quite a distance from the city. It is a relatively small plant. The workers share rides in private cars.

Employees of Boeing, Cessna, and Beech must come downtown to take the plant bus unless they live along the road to the plant.

Buses are badly crowded at change of shifts, but on the whole transportation seemed better in Wichita than in many of the boom towns. A great many private cars are still used but there is a shortage of mechanics to service these cars.

Transportation San Diego, Calif 11/43

Practically all of the aircraft plants visited mentioned the transportation difficulties in San Diego. There has been a committee working on this problem for the past year and one-half but still very little seems to have been accomplished.

There usually are enough buses running from the plants into town, but there are not enough buses running out to the residential areas. Almost everyone agreed that there was a need for cross-town buses which would cut the travel time for the war workers and obviate the necessity to go to the Plaza downtown to change buses which causes a traffic congestion.

There has been some difficulty in getting additional buses to meet the new needs. But there has been an even greater problem of getting drivers and operators for the buses and street cars. There is a bus parked on one of the downtown streets with a sign on it reading:

JUST ONE OF MANY BUSES IDLE FOR LACK OF DRIVERS.
UNCLE SAM WANTS YOU TO DRIVE A BUS OR STREET CAR
TO FIGHT THE BATTLE OF TRANSPORTATION.

The San Diego Street Railway Company is now recruiting women bus drivers in the midwest.

Turnover

Communities Listed:

Burlington, N.C. 7/43
Durham, N.C. 7/43
Charlotte, N.C. 7/43
Charleston, S.C. 5/43
Mobile, Ala. 2/43
San Diego, Calif. 11/43

Turnover

3. Turn-over Burlington, N.C. 7/43

Turn-over is now at a new low figure.. A check in a plant of 900 shows that turn-over has dropped from 30-40 people per week to 6-8 per week. Other plants show similar drops. The stabilization program is the answer.

Durham, N.C. 7/43

There has been a turn-over of 20 percent at this mill, due probably to: (1) Many employees work less than 40 hours per week. (2) Offer of 1st or 2nd shift elsewhere, instead of 3rd shift. (3) Stern rules and methods of controlling absenteeism. The shortage of weavers is believed to be due in part to the out of date looms in operation and other causes not yet found. This bottle neck in the weaving room has been reflected in other departments related to weaving. The low salary which textile mills pay in comparison with defense industries has contributed, to a great extent, to turn-over. There is a new personnel department here in this company.

Charlotte, N.C. 7/43

3. Turnover. The greatest amount of turnover takes place in the textile industry. This is caused by general unrest among workers who have always migrated from mill to mill. This is also brought about by the fact that opportunities exist for textile workers to divorce themselves from this industry. In the past these opportunities did not exist. This is not confined entirely to the textile industry. There is the same unrest existing among other workers but not so much as in the textile industry.

Turnover and Absenteeism: - C.S. - Charleston, South Carolina 5/43

Turnover and absentee rates for the area as a whole are said to have been high, although they differ greatly in the several plants. The U.S.E.S. believes the high rate of turnover was largely due to restiveness, men changing from job to job in the area and frequently going to plants with the most overtime (this is a concealed increase in pay). However, with the recent "hold the line" ruling, this will probably not continue to any extent. It is said, also, that workers left their jobs frequently because they found living conditions in Charleston too bad. New housing has probably helped to meet this problem. Long hours, although desired by the workers for the pay involved, will probably continue to cause much absenteeism.
Charleston now has a wage stabilization plan, which is just getting under way.
Charleston has been placed in Group I, Area of Critical Labor Shortage, by W. M. C.

Turnover: Mobile, Ala. 2/43

Turnover is still a serious problem in Mobile, too. While there appeared to be general agreement that the Employment Stabilization Plan now in force in Mobile had helped this situation and that it would help more in the future, the turnover peoblem was still considered serious at the time of this survey. Of course, large numbers of men were being lost to the military services and others were said to be returning to farms.

No separate figures were available as to relative rates of turnover for men and women. At least a few officials, though, expressed the opinion that turnover has been less among the women workers.

(See absenteeism).

Community Factors Contributing to Turnover Among Women in San Diego War Industries- November, 1943

Summary of special subjects on San Diego Community report taken off for special conference and not used - Nov. 29, 1943

1. Child care problems
2. Housing shortage
3. Transportation difficulties
4. Food shortage aggravated by shopping difficulties
5. Limited laundry service

Child Care Problems

Turnover reports from various aircraft plants showed many women were leaving because of child care problems. At the same time reports on attendance at the nurseries show that centers are not being used anywheres near capacity, only about 50%. Some of the reasons given for this are:

1. Need for more education of the mothers as to child care facilities available and the uses of these facilities.
2. Need for more publicity on child care facilities.
3. Need for more facilities for care for children under two.
4. Need for 24 hour care of children as there is no 24 hour care in any center. The plants in San Diego are getting more and more requests for 24 hour care.
5. Fees are claimed to be too high. The fees are graduated according to family income - maximum $1 per day.
6. Rumors in San Diego, children were not being fed properly in centers, were not adequately cared for, etc. Whether rumors were well founded or not, they have had some influence on use of nurseries.

Recommendations as a result of the findings of child care survey:

1. In order to simplify the child care program, there should be some uniformity among the plants in the area in regard to the shifts on which mothers with child care responsibilities are employed. Wherever possible, these women should be hired on day shift, so their working hours may coincide with nursery school hours.
2. Mothers of children under two should not be hired until adequate child care has been provided. Generally speaking, the hiring of these women is undesirable.
3. It is recommended that all defense industries within the area adopt the split shift policy thus enabling mothers who ordinarily could not work at all or not 8 full hours to work a 5 hour shift.
4. If manpower problems become increasingly critical, the possible establishment of twenty-four hour child care services should be considered.

Other Conclusions of Child Care Survey Made in San Diego

"The paramount need throughout seems to be a necessity for more child care facilities and a counselling service available to all working mothers desiring advice as to proper placement and care of children, working hours, family problems, and any other service which they might need. When the small number of women, who are dissatisfied with present arrangements, is compared with the number of children inadequately cared for 1/ it is evident that many of these mothers are either

1/ See Women's Bureau report for special study made by Joint Defense Council subcommittee on Child Care.

neglecting their children or are in dire need of counselling. A further need for this service is also indicated by the desire shown for nursery school care for children under two as well as the marked tendency of mothers to attach little or no significance to the necessity of making arrangements for the care of children during illness."

Housing Problems

The OPA rental regulations have aggravated the housing situation in San Diego. The rentals were frozen as of January 1, 1942 which is the low rental season for San Diego because it is the off-tourist season. During the time from 1938 to 1941 the fleet was not in San Diego as formerly and rentals dropped very low. Consequently the rentals as of January 1942 were really at the level of 1939 - 1941 rentals.

This has given rise to many bad practices to get around the OPA regulations. Some places charge as much as $25 a month extra if there are children in the family. People looking for houses and apartments advertise in the papers that they will pay a $25 reward, or some such sum, if they can find a house. This actually means that they will pay $25 a month extra each month over and above the listed rental rate, rather than its being a lump sum payment of $25.

About 10,000 families are living in war housing units, the first 8 months of 1943, 6,000 families had been placed in war housing projects - family dwellings, dormitory apartments, and dormitory accommodations for single women, public trailers. In September 1943 there were 3,500 unfilled applications on file at the housing center, nothing available in war housing except when families leave.

The largest war housing project is Linda Vista with some 19 to 20,000 people, preference is given to families with children.

Study was made by Employment Service of applicants from June 21 to July 3, 1943. It was found 59% of new applicants were in-migrants.

Housing appears to be the in-migrants greatest problem, with 46% of all in-migrant applicants now living in rooms. The greatest housing need appears to be for apartments. During the two weeks of the study 191 U.S.E.S. applicants stated they needed apartments, while virtually no apartments were available as indicated by newspaper advertisements. Chief complaints of applicants about their housing were high cost, particularly of rooms and hotels; overcrowding, particularly among persons doubling up with other families; and lack of kitchen facilities.

Transportation

Practically all of the aircraft plants visited mentioned the transportation difficulties in San Diego. There has been a committee working on this problem for the past year and one-half but still very little seems to have been accomplished.

There usually are enough buses running from the plants into town, but there are not enough buses running out to the residential areas. Almost everyone agreed that there was a need for cross-town buses which would cut the travel time for the war workers and obviate the necessity to go to the Plaza downtown to change buses which causes a traffic congestion.

There has been some difficulty in getting additional buses to meet the new needs. But there has been an even greater problem of getting drivers and

operators for the buses and street cars. There is a bus parked on one of the downtown streets with a sign on it reading:

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Food Shortage, Shopping Problems, etc.

Food shortages were reported by almost everyone contacted and it was considered a contributing cause to turnover among women because of the resulting difficulties in shopping. Food allotments into San Diego are based upon the 1940 civilian population which was around 200,000, and the present population is estimated as approximately 400,000. And no consideration is given to the great number of military installations in the area, and the great number of relatives and friends coming into San Diego because of the men stationed at these installations.

Mr. Lyman Dixon of the Wage and Hour Division assisted on a survey made in January 1943 which revealed that 70% of the customers in the restaurants were military personnel. This means that there are shortages of food for the civilians eating out, and it makes all the eating places very crowded for war workers. Thus, women working in the war plants would have difficulty in taking their families out to eat in public eating places.

The stores and meat markets close at six o'clock and very often there is nothing left for them to buy when they reach the store. Many of the women counselors said that women complained of shopping difficulties with the stores not staying open nights, and the shortages of food and merchandise when they did get into the stores. Some of the women workers contacted personally also complained of this. There was one example cited of a woman having to go to eight different stores before she could get a quart of milk.

The banks in San Diego close at 3PM just as during peace time which makes it very difficult for workers on the day shift to attend to banking matters. The Bank of America is constructing a branch bank near the Consolidated plant, and there is a tentative understanding that it will stay open late. This will be the first bank in San Diego providing such service.

Limited Laundry Service

Those in the armed forces are given priorities in deliveries of laundry and as a result it sometimes takes civilians as long as three weeks to get their laundry back. This was believed one of the causes of high absenteeism among some women war workers. Mr. Woodhead, President of Consolidated Vultee, was reported as having made the statement that he considered the laundry problem one of the chief causes of absenteeism among women at Consolidated.

The laundries have had great difficulty in getting workers because of low wage rates. The rates for most of the laundry workers are from 45 cents to 55 cents. Five of the thirty major laundries in San Diego filed Form 10's with the

War Labor Board for wage increases. These were rejected by the War Labor Board because the labor situation was considered not so critical if only five of the thirty filed application. Then also, the Area War Manpower Commission had made some statement that women workers should be available for laundry work because of the number laid-off at Rohr Aircraft, the women who had left Consolidated, and the women coming into San Diego to join their husbands in the armed forces. However, in actual practice, few of these women were willing to work in the laundries at the wage rates offered. Now all thirty major laundries are in the process of filing Form 10's for increases in wage rates.

Type of Worker

Communities Listed:

Durham, N. C. 7/43
Elkton, Md 6/43
Brunswick, Ga. 2/43

Type of worker — misc. or Other

Durham, N.C. 7/43

Many wives of soldiers living here have been placed, but firms are reluctant to take them, and so some are unemployed. (type of worker)

Elkton, Md. 6/43

Of the dozen or so people who expressed opinions of the type of worker, all except two spoke very highly of the worker - some saying they are "above average," "a high type of worker," "a fine bunch," etc. One of the two who failed to appreciate them says that "their background is poor, very poor," and based this statement on the fact that "they don't enjoy group activities" - One observer who is in a position to know says that "Their personal habits are good" - "The most of them keep themselves and rooms clean and tidy."

As agent was able to observe, the workers are a high type, young American girl - Working at a deadly monotonous, and at the same time, highly dangerous job. Living away from ~~HE~~ home in an entirely new environment, with a certain amount of daring and desire to try out some new experiences.

She appears friendly, alert and wide awake, and in the most part well able to take care of herself- The girls were exceptionally clean and good looking - in their slacks and shirts.

The deportment of the girls appeared above reproach, and only once was a profane word heard - There were no signs of drinking or drunkeness seen at any time.

The great majority of the girls are between 18 and 25 years, with some workers up in their 40's and late 50's - One plant has 6 or less employees 16 or 17 years of age. These workers are employed in the company's cafeteria, and are of course on company property, but they are completely out of the explosive area, which is fenced off and guarded - No one can enter this explosive area without a special pass.

Agent: Ziegler
2/1/43

Type of F. Worker

Brunswick, Georgia - Community Notes
(product: Liberty ships & Cargo vessels)

Mr. Braden (of the local office of the USES) gave a different report concerning the type of women working at the shipyard from that given by Mrs. Powell. She said that the majority of the women were married and that a good many of their husbands also worked at the shipyards. Mr. Braden seemed to think that the yard will not hire a man and woman from the same family unless the man is over the draft age, since if the woman is employed her husband is much more likely to be drafted. Mr. Braden insisted that the local draft boards in Brunswick were following this policy and said that therefore many women in the community would not be willing to take jobs. (Later when agent inquired about this policy in Mobile in connection with the campaign for registering women, the local area director for WMC insisted that a woman's employment would not affect her husband's draft status. There may be a great deal of variation among draft boards).

Wages

Communities Listed:

Burlington, N.C. 7/43
Charlotte, N.C. 7/43
Charleston, S.C. 5/43
Mobile, Ala. 2/43

Wages

1. Wages

Burlington. N.C. 7/43

White Furniture Company at Mebane suffers from low wages more than any concern in this area. Throughout the years they have paid low wages and they did not raise wages prior to the freezing order. Now they can do nothing about it.

Fairchild's new wage scale is in line with other plants doing similar work in the South.

Charlotte, N.C. 7/43

1. Wages. Low wages in this area is a factor leading to dissatisfaction among employees. There are a number of employers who have put in for pay raises through the WLB and have not been able to get them through. For instance, the Anchor Mills Company was forced to completely close down on 6/15 due to the fact they have not been able to increase their employees' wages. There is a total of 210 percent of work at this mill. At the Davidson Cotton Mills, an almost similar case is in effect. Employees are constantly grumbling over the low rate of pay and while this firm has also had their application to raise their employees' wages for some months.

Wages: - C.S. - Charleston, South Carolina 5/43

The wages available to women industrial workers, who have had as yet little opportunity in Charleston to advance to the higher rates, compared to the high cost of living in the area, may give women little incentive to work in this area, especially if they have home ditues, and if they have not been used to working outside the home and feel that industrial work is hard, and that working conditions, as well as living conditions, are unpleasant. Women have not been used to industrial work in this area, by and large. Since this report was written a mechanic-learner examination for men and women is to be given by Civil Service Commission in 11 towns in Georgia and 18 towns in S. Carolina. Wage-rates for women in this mechanic-learner classification will be $4.64 per day for 40-hour week and this would be about $35.38 per week for 54-hour week (1½ time for overtime). Female-helper-trainee beginning rate is $5.36 a day and this would be slightly less than $41 a week for 54-hour week (with overtime). Both of these are gross, without deductions for victory tax, retirement fund, war bonds (and income tax).

Mobile, Ala. 2/43

Actual earnings of women workers are also an important consideration in relation to their living needs. Women shipyard workers doubtless are on considerably higher hourly rates of pay than are women in many other types of industry, trade, and business in the community. Yet there seems little doubt that many of the women shipyard workers, being as yet relatively new and inexperienced, are in the lower wage brackets at the yards. New women coming into the industry will of course usually start at the beginning helper's rate, or perhaps at the next higher grade if they have had some preliminary training.

Regualr weekly scheduled hours are 48, which gives 8 hours of overtime pay. However adverse weather conditions or lack of some essential material or part may cut down weekly hours and, on the other hand sometimes additional overtime may add to earnings. Roughly, however, it appears that, on the average, a good many women shipyard workers earn from about $35 to $40 per week, though actual money available for living, recreational, and other expenses, and for purchase of war bonds, would be somewhat less of course because of the 5 percent victory tax.

M.P.N.S. 01
40-44 171

Current job: Airplane wings - Riveter
Usual job - Automotive - Sewing leather - power machine.
Occ. desired: Return to former job of sewing leather.
Reason: She did this work for many years and thinks it is better for a woman than riveting. She likes the work better.

Widowed 01
50 & over 890

Current job: Domestic, private home - cleaning.
Usual job: Same as present and -W.P.A. seamstress
Occ. desired: Riveter
Reason: Worker was trained for riveting. Is registered with U.S.E.S. Has had no offers or opportunities. Feels it's due to her color(Negro). Has Vocational Training Record - showing 342 hours of training and comment on her report. "Workmanship very good. Trainee also good worker and willing." Aero-Mechanics School.

M.A.N.S. 01
25-29 699

Current job: Laundry-checker
Usual job: Shirt factory -wrapper and sorter
Paper factory-job-books
Occ. desired: Factory
Reason: Wants a job that pays more. She only earns $16 a a week and pays $10 for board and room which does leav leave her short of spending money.

M.A.N.S. 01
25-29 604

Current job: Aircract-janitress, sweeping
Usual job: Various
Occ. desired: Welding or riveting
Reason: Has had training in welding and riveting but can't get work in her company because of color discrimination.

M.A.N.S. 01
30-34 775

Current job: Mfg. small parts-drill press operator
Usual job: First job
Occ. desired: Keypunch operator
Reason: Has to make more money at less physically exerting job. (Husband in hospital. Goes to school to study keypunch operator - to take over husband's job. Edison Co. is sending her.)

They have 2 children. Husband is in hospital with T.B. of spine. Worker paid up $300 for 6 months in advance before he could be admitted to hospital.

Single 01
40-44 119

Current job; Ball Bearings - (Desk) checker
Usual job: Beauty Parlor - Operator
Occ. desired: N.R.
Reason: She will take any job that gives the most money because she is the sole support of blind father and family.

M.A.S.
25-29 01
306

Current job: Airplanes - Build noses
Usual job: First job.
Occ. desired: Beauty operator
Reason: She wants to change so that she can have more time with her child. Besides, after the war it may be hard to get factory work and she must work because she has a child to support, therefore it seems that beauty shop work is more certain and secure for her. She starts as a beauty operator. - 2/21/44 (week following interview)

Postwar Job desired

Factory work

W.D.
35-39

01
577

Current job: Private home - day work.
Usual job: Same as current.
Occ. desired: Factory work.
Reason: Get something better - but is worried about operation.

Single
25-29

01
736

Current job: Airplane Motors - bench, scraping and burring metal.
Usual job: U.S.Rubber Co. - splicing
Occ. desired: Assembly line work in factory
Reason: Present job of burring and scraping metal is unpleasant. Scraps of metal fly in face and nostrils.

Single
45-49

01
976

Current job: Awnings - power machine sewer.
Usual job: Corset Co. - power machine
Occ. desired: Power machine work but lighter than present job.
Reason: Her present job working on awnings is too difficult because the awnings are too heavy and large. She must have lighter type work as her health is being impaired.

Single 01
20-24 225

Current job: Spark plugs -,Glazing machine
Usual job: Spark plugs - press operator; glaze adjustor monitor, (Same time on each job).
Occ. desired: Packards
Reason: Close to home and they pay quite a bit.

M.A.S. 01
20-24. 558

Current job: Aircraft parts - Ditto operator (unemployed)
Usual job: Hospital - Ward helper
Occ. desired: Factory work
Reason: She doesn't like her job on blue prints, hopes to work on a machine. Would like to get any kind of factory work that is near home, more convenient.

Postwar job
Desired
Teaching
Journalism
Nursing
Federal Employee

Single
20-24

01
181

Current job: Armaments - Secretary
Usual job: Law - Secretary
Occ. desired: Teaching (Attends Wayne College at night - is majoring in English - hopes to teach).
Reason: N.R.

Single
20-24

01
1 014

Current job: Aircraft parts - tool maker
Usual job: Various. Part-time while attending Wayne U.
Occ. desired: Teaching school.
Reason: Has a good start towards her teaching credentials and will complete them after the war. Wants to take advantage of her training.

M.A.S.
25-29

01
333

Current job: Airplanes - dynomometer engineer
Usual job: Education - Teaching
Occ. desired: Journalism
Reason: Expects to go to school to study journalism.

Single 01
20-24 320

Current job: Aircraft - Inspector
Usual job: Potato chip factory - packing
Occ. desired: Nursing (aide)
Reason: Just interested in nursing.

M.P.N.S. 01
40-44 585

Current job: Airplane parts - Plating inspector
Usual job: Various. Previously worked as cashier in roller skating rink.
Occ. desired: Wants to be a federal employee when war is over. Post office clerk.
Reason: (Husband's report) Factory work O.K. during the war but not for permanent employment.

Single 01
30-34 576

Current job: Luncheonette - waitress
Usual job: Restaurant - waitress, maid work
Occ. desired: Hospital work.
Reason: Has one year nurse training and likes it very much. If not that, she wants waitress work.

Postwar job
Desired

Teaching
Journalism
Nursing
Federal employee

Single
20-24

01
181

Current job: Armaments - Secretary
Usual job: Law - Secretary
Occ. desired: Teaching (Attends Wayne College at night - is majoring in English - hopes to teach).
Reason: N.R.

Single
20-24

01
1 014

Current job: Aircraft parts - tool maker
Usual job: Various. Part-time while attending Wayne U.
Occ. desired: Teaching school.
Reason: Has a good start towards her teaching credentials and will complete them after the war. Wants to take advantage of her training.

M.A.S.
25-29

01
333

Current job: Airplanes - dynomometer engineer
Usual job: Education - Teaching
Occ. desired: Journalism
Reason: Expects to go to school to study journalism.

Single 01
20-24 320

Current job: Aircraft - Inspector
Usual job: Potato chip factory - packing
Occ. desired: Nursing (aide)
Reason: Just interested in nursing.

M.P.N.S. 01
40-44 585

Current job: Airplane parts - Plating inspector
Usual job: Various. Previously worked as cashier in roller skating rink.
Occ. desired: Wants to be a federal employee when war is over. Post office clerk.
Reason: (Husband's report) Factory work O.K. during the war but not for permanent employment.

Single 01
30-34 576

Current job: Luncheonette - waitress
Usual job: Restaurant - waitress, maid work
Occ. desired: Hospital work.
Reason: Has one year nurse training and likes it very much. If not that, she wants waitress work.

Single 01
25-29 187

Current job: Airplanes - Milling machine
Usual job: - Dress factory - Sewing machine operator
Occ. desired: Go back to sewing machine.
Reason: She's done that for a long time and besides men will never take that job away from her and she isn't sure of her present job. "The boys when they come back will take it."

Postwar Employment Plans:
Laboratory technician
Chemistry (go to college) -
Music & flying
confectionary store
chicken farm
beauty shop
Art Home

Single 01
20-24 389

Current job: Aircraft - Riveter-trainee
Usual job: Parachutes - cutting room
Occ. desired: Laboratory technician in hospital.
Reason: N.R.

Note: Worker at present savaing as much as possible towards tuition for laboratory technician cause at Wayne University.

Single 01
20-24 431

Current job: Airplane parts - inspector
Usual job: Above is her usual job except for a few months in a hospital laundry.

Occ. desired: Will continue in present work as long as it lasts to earn money to attend college. Plans eventually to go into some kind of work concerned with chemistry-not laboratory technician in hospital but something perhaps related. Is attending college part time and hopes to prepare for"something connected with chemistry". Considers present job, which pays very well, merely as means by which to make money to pay for college education.

M.A.S. 01
20-24 1025

Current job: Aircraft parts-runs milling machine, grinder, lathe
Usual job: Factory - thread mill.
Occ. desired: Music and flying.
Reason: She says music is her profession, but she's very interested in flyong. If she can get highly skilled machine work - she'd be interested in a factory job too. Went to Julliard Music School and is accomplished musicina.

Single
20-24

01
310

Current job: Airplane wings - Inspection and assembly work.
Usual job: Dodge-assembler in wire department.
Occ. desired: Have her own confectionery.
Reason: If she had the money she'd like to invest it into a confectionery store, otherwise do office or factory work.

M.P.N.S.
30-34

01
583

Current job: Airplane parts - inspector
Usual job: Gas station - Runs own service station
Occ. desired: Operate own service station.
Reason: Will stop work at Ford's when war job ends and return to small town in upper peninsula of Michigan where they own home and service station. When gasoline situation improves, will open service station again.

Divorced
35-39

01
682

Current job: Hotel - Chambermaid
Usual job: First job
Occ. desired: N.R.
Reason: Is saving her money to buy a chicken farm eventually.

Note: Would be working in plantif she had birth certificate.

M.P.N.S.
25-29

01
693

Current job: Airplane parts-cleans out small parts
Usual job: First job.
Occ. desired: Own shop as beauty operator
Reason: Is trained beauty parlor operator.

M.P.N.S. 01
25-29 278

Current job: Tanks - Inspection
Usual jpb: Auto industry - Inspector
Occ. desired: Beauty shop
Reason: Her trade is a beautician but just now there is more money in war work.

M.P.N.S. 01
40-44 232

Current job: Bombers - Rigger, cables, automatic release.
Usual job: Apartment building - Manager and owner
Occ. desired: Will resume operating apartment building.
Reason: Worker says she enjoys her work but it leaves no time for house work. When her war job ends, she intends to reopen the apartment building which she a and her husband are buying and will operate it as she did before the war.

M.P.N.S. 01
35-39 351

Current job: Airplane parts - drilling and riveting on sub-assembly work.
Usual job: Shirt manufacturing Co. - Power machine.
Occ. desired: Clothing manufacturing -power machine
Reason: Worker would prefer work more in women's line. The type of work she is doing she considers a man's job. Therefore she would like work in garment factory but will only work after the war if absolutely necessary for economic reasons.

~~Postwar Job desired:~~

housework
cooking
baker
Sewing
dancing ▽ waitress
cleaning business

M.P.N.S. 01
50 & over 974

Current job: Housecleaning - day work
Usual job: Same as current
Occ. desired: Cook
Reason: Enjoys cooking and would like to do it full time.

M.P.N.S. 01
35-39 603

Current job: Retail Dept. Store - maid (Unemployed)
Usual job: Domestic Service - cleaning
Occ. desired: Domestic cleaning in private homes.
Reason: She can arrange own hours when she works privately and can run her own home more efficiently under these conditions.

M.P.N.S. 01
40-44 539

Current job: Guns, tanks - filing on punch press mach. burring.
Usual job: On same job as present.
Occ. desired: Matron work or possibly cooking in schools, hospitals, rest homes.
Reason: Worker prefers this kind of work because the factory is too hard on her nerves. She is doing this work now to help the war, otherwise she would have left.

M.P.N.S.
35-39

01
556

Current job: Assembles engine baffles.
Usual job: First job.
Occ. desired: Sewing
Reason: That's her trade and what she's interested in and so she probably will go back to it at the end of the war.

Note: Sewing not reported as usual job.

Single
20-24

01
568

Current job: Engines-inspector in piston ring dept.
Usual job: Bakery - saleswork
Occ. desired: Has nothing definite
Reason: Doesn't like factory work - isn't due to conditions of work, or hours, etc., but just doesn't care for it.

M.A.S.
30-34

01
571

Current job: Aircraft parts - Socket line
Usual job: Eliot Lunch - waitress, dancer, maid work
Occ. desired: Dancing and waitress.
Reason: Dancing is her only ambition. Liked waitress work very much too.

Single
20-24

01
612

Current job: Airplanes - Welding
Usual job: Sanders Cleaning Co. - presser
Occ. desired: Cleaning business.
Reason: As soon as war ends, worker will return to cleaning business because salary is so much better. It is steady and she likes the work.

W.D.(recently widowed) 01
45-49 425

Current job: Shells - buffer
Usual job: Telephone Co. cafeteria - baker
Occ. desired: Return to work in cafeteria
Reason: Prefers work as baker, but will work at higher paid job as long as possible since she is trying to pay off a mortgage on the house.

Postwar Job desired

Office Work

Single 01
20-24 591

Current job: Airplane wings - burring
Usual job - Briggs Manufacturing Co. - machine
Occ. desired: Office work.
Reason: Prefers office work but wanted to take advantage of good wage and opportunity to help war effort.

M.P.N.S. 01
35-39 260

Current job: Industrial Lunch Service (Caterers to Defense Plants) - Bookkeeper Unemployed
Usual job: Furniture - bookkeeper
Occ. desired: Own and manage furniture store.
Reason: Was a bookkeeper in a furniture store for 6 years. Thinks furniture business has a good future when boys come home and want homes after the war. Has always been interested in furniture.

Single
18-19

01
134

Current job: Aircraft - Typist
Usual job: Department Store - Salesgirl
Occ. desired: Typist in office
Reason: Like to type in office rather than in factory.

Single
20-24

01
661

Current job: Synthetic rubber - insulation
Usual job: Elevator operator.
Occ. desired: Clerical
Reason: Believes there will be more security in clerical work than in factory work after the war.

M.A.N.S.
25-29

01
700

Current job: Airplane parts - burring
Usual job: Gov't War Engineering Office - Ass't messenger, elevator work.
Occ. desired: Secretarial work
Reason: Doesn't like factory conditions - they don(t agree with her health. Has had 2 attacks of pneumonia since she's started.

Single
25-29

01
815

Current job: Aircraft - welder
Usual job: Free lance art work
Occ. desired: Office work
Reason: The factory work is too difficult and although she likes the work, her health is being undermined, and so after the war, she'll be going back to her art.

Single 01
18-19 1033

Current job: Ordnance-secretary
Usual job: First job.
Occ. desired: Accounting.
Reason: Likes to work with figures. Is now taking a course in accounting.

Special Subjects

Sources listed under each subject are in Regional Post-War File unless otherwise noted.

Schedules are filed alphabetically and other data back of schedules, within each state and by Region. The Region number is indicated in left margin of each source.

Annual Wage Plan.

XI Gerner Garment Co. K.C. Mo. 6/2/47
Details of the plan rec'd 7/11/47 - dated June 47

Cost-of-Living Surveys.

IX YWCA Cost-of-Living Survey for Chicago
MJ's letter 2/5/46

DISCRIMINATORY PRACTICES AGAINST EMPLOYMENT OF WOMEN
MARRIED WOMEN

XI See "Community" Section of E.W.'s report of May 20-24, 1946 on lay-off of 3 Negro Social Workers and 1 white clerical worker because they were married.

DISCRIMINATORY PRACTICES AGAINST EMPLOYMENT OF WOMEN
OLDER WOMAN

XI In E.W.'s report 4/8-12/1946 - (2) Wichita Chain Stores rptd. age limit for hiring women was 35 since V-J Day by order of their main offices. Also all dep't. stores, except 1, have laid off older women.

IV Alleged discrimination against older women in Huntington, W. Va. See E.E. report 12/20/1945.

XII. U.C. notes in MKa's report of 11/19/46

Employment - Increase due to Expanded Army Aircraft Program.

XI Boeing Aircraft - Wichita Kansas (Excerpt from EWs weekly report 4/5-11/48

XI. Coleman Lamps + Stove Co. Wichita Kansas. (Source as above)

EMPLOYMENT SITUATION for Women (Post-War)

XII Tulsa, Okla. 11/15/1945 (Return Visit to Oklahoma 12/17-21/'45) E.W.
XII Oklahoma City, Okla. 11/15/1945" " " " ")
IV Huntington, W. Va. - Employment of Women during War and post war period - E.E. 12/10-12/1945.
XII Employment Trends in Glass Mfg. in Tulsa, Okla. 3/25/46 Area (attached to Liberty Glass Schedule)
IX. Employment situation in Evansville, Ind. MZ. 5/27/46
III " " , especially ke women, in Delaware - R.G. Smaltz's letter of 5/27/46
IX. M.Z.'s letter, 6/28/1946 on employment situation in Ill. between 9/1945 & 5/1946

(over)

Equal Pay.

All data are in Source Book in "Equal Pay" section.

GLASS INDUSTRY

XII Liberty Glass Co. Sapulpa, Okla.-Sched-EW 5/9/46
XII Bartlett Collins Co. " " " " "
~~XII Pittsburgh Plate Glass - Henryetta, Okla. "Ione, attached to Summary report 2/18-21/46 Crabbs Report 1/45~~
XI Pittsburgh Plate Glass Crystal City, Mo. Sched. E.W. 3/46
no women on prod.
XI Mississippi Glass Co. St. Louis, Mo. E.W. & Djn 3/46
IV Owens-Illinois Glass Co. Huntington, W.Va. 12/4/45 (EE
IV Zenith Optical Co. Huntington, W.Va.-EE-Sched. 12/12/45.

Hiring Practices pertaining to women.

Age limits.

IV (Owens-Ill. glass 18 - no max
Reliance - 16 - " " prefer under 40 if inexperienced - Exp. to 55 yr.
Zenith "At first 18 min" - now no max
Maiden Form - Experienced - no restrictions
Trainees - 18-35 expects not to hire trainees soon because preferred exp. help is available.
Dec 1945

XI Internatl Shoe 3/46 (Mo.) "16 yr. + older" - no def. age limit
3/46 Pittsburgh Plate glass (Mo.) - no def. age limit. F. looked under 30
Bartlett - Collins "(Okla) no age limit (4/46)
Commander Mills (Okla) " " " (6/46 may).

Age limits (cont.)

IX - Servel, Inc - none Indiana sched. 4/46
XI - United-Rexall Drug Co., St. Louis Mo. 4/1/48 - Has policy of not hiring a woman over 45; exceptions are made & recently a woman almost 60 was hired & is still on the job. (See schedule)

Hiring Practices pertaining to women.
Hours of work.

III. R. Smaltz's letter 6/28/46 on Effect of Pa. Legislation on Women Members of Transport Workers Union.

Hiring Practices
Marital Status

IV Owens-Ill. glass - No restrictions } Dec 1945
Reliance - " " }

XI. Commander Mills Inc. (Okla) - no discrimination against married women. 5/46

IX Servel Inc. Married Fare emp. Interviewee believes (4/46) they are "more dependable" than Single women.

Hiring practices
Physical exam.

IV. Reliance Mfg. Co. - no physical
" Maiden Farm - will require exam by co. applied
IX Servel Inc - Thorough phys. to necessary emps - also periodically afterward 4/46

Hiring practices
Schooling

IV { Owens glass - no requirements
Dec 1945 { Reliance - " "
{ Zenith - " " formerly req. H.S. grad.

Hiring Practices
Tests

IV. Reliance Mfg. Co. uses Purdue peg board test for manual dexterity and Eye pursuit test for eye accuracy. Dec. 1945
Dec 1945

Zenith - formerly gave aptitude tests - discontinued as not considered helpful Dec. 1945

Hiring women now on production?

II. Norton Laboratories - lay-offs on seniority basis will re-employ workers, inc. women, when peacetime contracts & veterans preference will permit. (11/45) Lockport NY

Willard Machine Tool Co. - Most of the 45 F war emp. have been laid-off (no seniority) - Cancel use them now on "short order" type of contracts but wants to rehire F when long time production orders come in. (11/45) Buffalo NY.

Carrier Air Conditioning Co. Most of the F war employees have left voluntarily or been laid-off. Co. not favorable to women's emp. - work heavy. Syracuse 11/45

Bell Tel. Laboratories - Many women have been replaced on seniority basis by veterans whose places the women had filled. Co. very pleased with F's work. Murray Hill N.J. 11/45

Hiring women now on production?

IV. Reliance Mfg Co. - Women who had men's jobs are being replaced by men returning & by veterans - Dec 1945

Zenith Optegal Co - Women will constitute more than 1/2 the force. (Now in process of converting). Dec. 1945

Maiden Form - All women on prod except general supervision. Dec 1945

XI. (3/46) International Shoe Co. Mo. Co. hopes to increase emp. - 50% - 67% but the percentage of women (now 50%) may be reduced by hiring veterans.

Hiring Women now on Production?

XI (cont) Pittsburgh Plate Glass, Crystal City Mo. See p. 6 of EW's Summary Report 3/25-29/46

EW's report on night work for women

Lincoln Engineering Co. St Louis - Veterans are now replacing women who leave. 12/45

Reberoid Co. St Louis - Women have not been laid off but co. ceased hiring women in July. Reduction due to voluntary termination. 1/46

XII Bartlett-Collins-Glass (Sapulpa Okla) No more women will be hired in producing except in decorating dept - Veterans are to have the jobs 5/9/46

Liberty Glass - Sapulpa, Okla - Women not being hired as they leave. Men are to replace women. 5/9/46

Hiring women now on Production ?

XII. Okla. City Air Depot, Okla City.
Women who leave voluntarily are not being replaced by women. 12/45

IX. Servel, Inc (Evansville, Ind.) Est. 200-300 women are on seniority lists & some will be returned. Several hundred veterans not on co. payroll previously have been hired since war. (April 1946)

HOUSEHOLD EMPLOYMENT transferred to Hassel 7/19/46

(Return visit to Tulsa, Okla. 12/17-21/1945 - E.W.
)

XII (Domestic Employment - Statement

See Source Book on "Household Employment" for additional data

Discontinued "collecting" data on Household Employment 4/18/47 at Dai's direction.

(over)

Minimum Wage Data

II. Hearings of Min. Wage Board for Laundry & Dry Cl. & Dyeing for State of N.J. (from Mrs. Sater 1/25/46

XI. Minimum Wage - Kansas - Summary of Kans. Min Wage Study completed 7/9/46 (Weekly Report 7/8-12/46 Completed report - 12/46

XI. Minimum-Wage - Missouri. (Report on questionnaires sent to legislative candidates in WB but not in Statistical) Weekly report 7/8-12/1946. E. Wolfe.

XII. Background information in preparation for Okla. Min. Wage Survey - EW's report 6/24-28/1946. "Statistical has discontinued the index on Min Wage. Legislative Section will handle that."

Negro women

IV. Owens Glass - No Negroes on prod. A few in maintce 12/45 mr 5-4

XI. Chase Bag Co. St. Louis Mo. Negro F work in 1 dept primarily 4/46

Forest City Dress Mfg. (Mo) Negro women in all depts except designing - Several Negro billing clerks - No definite segregation but Negro F usually set in 1 section of each dept - About 1/5 of women are Negro. 4/46

Internatl Shoe (Mo) Negroes on maintce only (3/46)

Ruberoid Co. (Mo.) Co. hires no women now, this has not "laid off" women. Some Negro F still on job (1/46)

XI. Bartlett-Collins Co. (Okla) No Negro F hired 4/46

5/46) Commander Mills (Okla) Negroes not hired except Maint

Negro women cont.

XI Liberty Glass (Okla) Negroes not hired 5/46 except maints
IX Servel Inc (Ind) Negro F. emp are on maint. only. 4/46
Seeger-Sunbeam, Evansville Ind. No Negroes on prod. 4/46 office
Negro Employment in Evansville - p 4 of MZs report dated 5/27/46
IX - E.J. Brach - Chicago still employing Negro F on prod. M.Z.s sched 8/20/46

NEW INDUSTRIES

XII Oklahoma City Chamber of Commerce report 12/18/45 (Return Visit to Okla. 12/17-21/1945)-E.W.
IV Huntington, W.Va. - Planning Council of Chamber of Commerce (See newspaper clipping attached) 12/45
XIII. Frozen food industry expanding on West Coast. 8/28/46 MKa.

NIGHT WORK DATA

XI Report on Night Work in St. Louis Mfg. Industries
Schedules:
XI Pittsburgh Plate Glass, Crystal City, Mo. 3 Shifts 3/46 5-8-40
XII Liberty Glass Co. Sapulpa, Okla. 5/9/46 3 "
XII Bartlett-Collins Co. " " 5/46 3 shifts
XII Commander Mills, Inc. Sand Springs, Okla.-2 Shifts
XII Pittsburgh Plate Glass, Henryetta, Okla. - omit 2/1/1945
12/45 IV Owens-Illinois Glass Co. Huntington, W. Va.-3 shifts
XI White-Rodgers Electric Co. St. Louis, Mo. 3 shifts 1/46
4/47 IX. Servel Inc (Indiana - Evansville) Sched p.4. Item 7d
III. Rgs. 6/27/46 "Efforts to rally support for and interest in Night Work Prohibitions in Penna.

(one)

Part-Time

I. Discussion with Mrs. Ullian on needs of a Radcliffe College Com. + a Radcliffe Alumnae Committee for information on possibilities of College Women's P.T. employment 4/1/47 Filed in S.B (Postwar)

XI. United-Rexall Drug Co., St Louis Mo. During each period a part-time shift of 5 hrs. is scheduled 6-11 PM. At present they are not working on this shift but there are tentative plans for inaugurating the part-time shift around May 1. EW 4/1/48

POST-WAR PLANNING

IV Huntington, W. Va. - See "Chamber of Commerce"
EE - 12/2/45

Union Organization

III - Meeting of women in Transport Union with Mrs. Wehzel of Penna. Bureau of Women & Children
from R.G.S - 7/23/46

Wage data - California

Average hourly earnings of M + F by Area and by Industry & Occupation.

MKA's weekly report of Sept 23-27, '46 indicates that this Calif report & the Oregnone were being prepared by MKA then.

Source of material
Date of payroll
Method of payt
Provisions for increase

} NR.

(over)

MKA. Recd 6/9/47

Oregon (Portland - Vancouver Area)
same type of data as for Calif. (also some items nk as for Calif)

Women's Jobs -
Using skills acquired in wartime, on peace-time jobs. Filed in ~~Special file~~ Source Book or "Women's Job" in ~~Regional Book~~ Portland

Women in Supervisory Positions - All Industries
XI White - Rodgers Electric Co. St Louis Mo. (EW 1/20-24/42)
Mrs. Gladys Meyers, Personnel Supervisor
1 copy in S.B. "Training" & 1 copy in Region No. XI

Wyoming -
XI Overall report on women's employment opportunities -

E.W. May 5-9/47

CONNECTICUT

[PRESENTED AT MEETING 2-5-1945 INDIANAPOLIS]

Governor Baldwin (R)

Legislature about evenly divided between (R) and (D)

Commissioner of Labor and Factory Inspection, John J. Egan

Minimum Wage Division, Director, Herbert Johnson

lack of labor dept organization - CM

Estimated Impact of Demobilization

Demobilized persons	(in thousands)
Manufacturing	187.8
Total (incl. armed forces)	311.0

	1944 Employment (in thousands)	Gross Disemployment (in thousands)	
		Munitions and government	Total (including armed forces
Bridgeport	118.3	23.9	25.3
*Waterbury	75.3	14.9	15.0
New Britain-Bristol	64.4	10.9	11.7
Hartford	154.8	9.0	11.8
*Meriden	38.1	5.7	6.2

* In Group I, War Manpower Commission, November 1, 1944.

BLS Data

November 1944 - Reporting Establishments 1/	Number of establishments	Women: Number employed	Women: Percent of all employed	Women: Total separation	Women: Layoffs
Bridgeport	61	27,039	37.4	6.9	.9
Waterbury	37	17,761	39.6	5.3	.2
New Britain-Bristol	32	14,955	37.8	4.8	.2
Hartford	55	21,974	34.1	5.8	1.6
Meriden	20	8,270	38.9	5.4	.7

1/ Over 75 percent of the employment in all manufacturing industries and over 90 percent of the total employment in the munitions industries are reported.

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

EVIDENCES OF 1944 CUTBACKS IN CONNECTICUT

A New Haven firm - 2,000 workers - 70 percent women (February 1944)
Manpower Review, September 1944, p. 15.

Bridgeport Area - Remington Arms
Bridgeport Brass Co. (January 1944)
Casco Products Co. (March 1944)
Bullard Company (April 1944)
U.S. Aluminum - 800 workers - (April 1944)
} Manpower Review, August 1944, p. 7

Colt Patent Firearms (August 1944) - 1,500 workers. New York Times, August 7, 1944

WDP
3/45

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

WOMEN WAR WORKERS IN CONNECTICUT

In October 1944 the non-agricultural employees of Connecticut were estimated at 694,000, as compared with 653,000 in 1940. However, this increase of over 6 percent does not represent the war peak; in the spring of 1943 non-agricultural employment was estimated at 775,000 persons. Since then the numbers have declined.

In 1940 women constituted 31 percent of all non-agricultural employees in the State, 28 percent of all those in manufacturing. The 1940 and 1944 proportions of women in major centers of industry are indicated on the page following.

Connecticut long has been known for its plants making electrical products, small metal parts, watches, jewelry, and textiles. Such manufacture has been able to supply many war needs. Several of the State's important centers have been at work on ammunition, guns, and explosive products, likely to decline after the war. Other cities make aircraft parts, ships and boats. Connecticut's textiles, electrical supply industries, watches and jewelry, and manufacture of small metal goods, hardware, and office and other machinery should find a good postwar market.

In 11 major manufacturing centers in the State, most of which have been expanded with war industry, women constituted the following proportions of all workers and of all manufacturing workers in 1940, and of workers in firms reporting to the U.S. Employment Service toward the end of 1944.

	Proportion women were of workers in			
	1940		Late 1944	Among major woman employing war products
	All workers	Manufacturing	Firms reported by employment service	
Bridgeport 2/	32	33	37	Electrical, planes, ammunition
Hartford 2/	34	23	34	Electrical, aircraft, guns
New Haven 2/	34	35	39	Ammunition, guns
Waterbury 1/	31	29	40	Ammunition, textile, small metal
New Britain-Bristol 1/	29	26	38	Ammunition, aircraft, bearings
Stamford 3/	30	34	39	Electrical, airplane
Norwalk 3/	33	38	42	Electrical, ammunition
Meriden 1/	30	28	39	Aircraft, bearings
New London 2/	26	27	4/ 25	Boat, aircraft
Norwich 2/	32	32	45	Aircraft, hardware
Danbury	30	27	-	Bearings

1/ 2/ 3/ As listed by War Manpower Commission according to extent to which need for workers is critical.

4/ Includes Groton.

— = WB visited

Pidgeon
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From Confidential Survey of Plants Manufacturing Metal Products
Data Reported on Form WPB-732 ~~Dec. 1944~~

EMPLOYMENT OF WAGE EARNERS (WEEK IN DEC. 1944)

W.P.B.

	Total Number	% Change from Oct. '44	% Female	Number Female
BRIDGEPORT, CONN.	44,504	- 3.4	38.4	17,090
Radio & Radar	10,727	-10.0	51.1	5,481
Airplanes, Gliders, and Parts	8,281	- 2.7	30.6	2,534
Artillery Ammunition	5,138	- 0.8	55.9	2,872
Small Arms Ammunition	3,828	- 2.3	44.5	1,703
Machine Tools	3,401	- 1.4	5.4	184
Fire-Control Instruments	2,271	+ 0.6	29.3	668
Fabricated Products, N.E.C.	1,763	+ 3.7	28.6	504
Valves, Faucets, and Fittings	1,449	+ 6.3	16.4	238
Wiring Devices and Supplies	1,219	+ 1.8	58.1	708
Mechanical Measuring Instruments	1,187	+10.7	31.3	372
Office and Store Machines, Etc.	1,088	+ 0.9	33.0	359

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

INDUSTRIAL READJUSTMENT OF WOMEN WORKERS IN CONNECTICUT

In the fall of 1944, an estimated 80,400 women were employed in 12 "munitions industries" in Connecticut over and above the number so employed in 1940. This wartime increase may be considered at the present time as the number to be demobilized in the readjustment of the economy to peacetime levels. Industrial demobilization is already under way in Connecticut. This is evidenced by reports of cutbacks during 1944 from peak war production. The size of the readjustment problem still ahead is indicated by the fact that the increase in munitions work is 40 percent as large as total 1940 employment of women in all occupations.

In 1940 Connecticut had about 296,000 employees in all manufacturing occupations, 82,000 (28 percent) of whom were women. By early 1944 there were slightly more than 500,000 workers in manufacturing industries of whom 180,000 or 36 percent were women. 1/ If a fourth of the women in manufacturing in 1944 are the maximum likely to retire, Connecticut must find jobs for about 135,000 women factory workers, over 50,000 more than at 1940 levels.

A special aspect of the problem is concerned with women employed in factories which began production in the war period. During the fiscal year ending June 1943, for example, the Labor Commissioner in Connecticut reported 328 new factories registered in the State, with a total of 22,389 employees of whom 7,986 were women.

1/ Connecticut Employment Security Division, Monthly Bulletin, January 1944.

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U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

Connecticut: List of Industrial Plants and Plant Sites to be Disposed of by Defense Plant Corporation

Bridgeport

United Aircraft Corporation, Stratford (61,200 sq.ft.)
United Aircraft Corporation, Bridgeport (230,100 sq.ft.)

Hartford

Hanson-Whitney Machine Co., Hartford
  Production of service automatic thread milling machines (53,800 sq.ft.)
Cushman Chuck Co., Hartford (56,700 sq.ft.)
Republic Steel Corporation, East Hartford
  Annealing, pickling, drawing, and cutting of bar steel to be used elsewhere in the assembly of aircraft shells, bullet cores, guns, machine tools, etc. (64,100 sq.ft.)
Colt's Patent Firearms Manufacturing Co., Hartford
  Firearms and parts (258,400 sq.ft.)
(United Aircraft Corporation, E. Longmeadow, Mass. (296,800 sq.ft.)
(United Aircraft Corporation, Willimantic (324,000 sq.ft.)
(United Aircraft Corporation, Southington (603,400 sq.ft.)
(Supplemental facilities for production assembling and testing airplane engines.

New Britain - Bristol

New Britain Machine Co., New Britain (46,300 sq.ft.)
New Britain Machine Co., Berlin (48,900 sq.ft.) Airplane engine parts
New Britain Machine Co., New Britain (53,800 sq.ft.)
General Motors Corporation, Bristol (202,106 sq.ft.)

Waterbury

U.S. Rubber Co., Naugatuck (13,800 sq.ft.)
U.S. Rubber Co.,Naugatuck (117,000 sq.ft.)

Other Areas

The Perkin-Elmer Corporation, Glenbrook. Manufacture of optical elements for (gun) fire control and navigational equipment. (15,100 sq.ft.)
(M.B. Manufacturing Co. #1, New Haven (15,800 sq.ft.) Aircraft engine
(M.B. Manufacturing Co. #2, New Haven (22,400 sq.ft.) parts.
Pataganset Finishing Co., Inc., Niantic (40,000 sq.ft.)
High Standard Mfg. Co., Inc.Hamden (148,000 sq.ft.) 50-caliber machine guns
New England Line Co., Canaan ((280,200 sq.ft.)

Source: Advance Listing of Industrial Plants and Plant Sites to be disposed of by Defense Plant Corporation. October 14, 1944. Washington, U.S. Government Printing Office, 1944.

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NB abs ab

Stratford 1541
aerial ap

Groton 1943,
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County photos

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CONNECTICUT

BRIDGEPORT AREA
(Includes Fairfield, Milford, Stratford)

Major Industries: Ordnance (gun parts, small arms ammunition, anti-aircraft devices, accessories); non-ferrous metals and products (aluminum and magnesium castings; sheet and strip brass, tubes, wire, and rods); aircraft and parts (airplanes, landing gear, bomb racks); non-electrical machinery (machine tools and parts); electrical equipment (radios, electrical wiring devices, motors, phonograph records); iron and steel products (valves, steel forgings, strip steel, shears, razor blades); distributive trades. The areds pre-war civilian manufacturing industries, now converted to war production, were: iron and steel products; non-ferrous metals and products; electrical equipment; machinery; office machines; sewing machines; household appliances.

Employment Prospects: Excellent in all major war industries especially in ordnance, aircraft and machinery industries. The area has experienced a heavy loss of workers through out-migration in recent months, thus increasing the demand for workers. The need for replacements for workers inducted into the armed forces and for workers leaving the area to return to their former homes will continue to be heavy during the next six months and employment prospects should continue to be excellent. Postwar prospects are dependent largely on the degree to which in-migrants return to their former homes. All of the major firms have expanded employment far above their peacetime level, and despite new facilities and an anticipated heavy demand for civilian products which are normally manufactured in the area, reduced employment is probable after the war. The garment industry, which has declined during the war, should expand considerably in the postwar period. The aircraft industry will probably employ more workers after the war than before, but less than the current level.

Jobs Immediately Available: Skilled, semiskilled and unskilled workers are needed in all major industries; most firms will hire inexperienced workers as trainees. Active demand exists for laborers, machine operators, molders, assemblers, tool and die makers, weavers, inspectors, and draftsmen.

Major Firms: Chance Vought Division of United Aircraft Corp.; General Electric Co.; Remington Arms Co.; Bridgeport Brass Co.; U. S. Aluminum Co.; Bullard Co.; Manning, Maxwell & Moore; Bryant Electric Co.; Singer Mfg. Co.; Underwood, Elliott Fisher.

~~UB visited 1941 (april), 1943 (april may) for Engine Parts~~
~~1943 (June), for~~

UB visited 1940 (October) for Machine Tools, Communication Equipment, Ammunition
1943 (October) for Ammunition

Area Statements, November 1944
War Manpower Commission

CONNECTICUT

WATERBURY AREA

(Includes Naugatuck, Thomaston, Watertown)

Major Industries: Non-ferrous metals and products (brass sheets, rods, wire tubing, and other products); ordnance (ammunition components, fuses); non-electrical machinery (metal forming machinery, power transmission equipment); rubber products (footwear); chemicals (synthetic rubber, rubber chemicals); instruments; trade and service. The area's pre-war civilian manufacturing industries, now converted to war, produced brass products, clocks and watches, machine tools, recording instruments, rubber footwear, and hardware.

Employment Prospects: Excellent in the ordnance, rubber products and machinery industries and good in iron and steel products, non-ferrous metal products and chemicals industries. Nearly all of the major firms in the area anticipate further expansion or the maintenance of current levels of employment. Replacements will be needed in all major industries for workers inducted into the armed services and for workers leaving the area for other reasons. Although local industries can reconvert to civilian production and therefore may be expected to continue operations after the war, it is unlikely that the current level of employment in manufacturing industries can be maintained in the postwar period. Job opportunities in the area will depend in part on the degree to which women and older workers withdraw from the labor market. Some expansion in employment in the trade and service industries will probably occur after the war, but probably not enough to offset declines in manufacturing.

Jobs Immediately Available: Job openings are available in all major industries for skilled, semi-skilled and unskilled workers. The most urgent demand is for male laborers. Openings also exist for tool and die makers, machinists, machine operators, mechanical engineers and tool designers. Many firms will hire inexperienced workers as trainees. Employment opportunities are generally good for women.

Major Firms: Scoville Mfg. Co.; Chase Brass and Copper Co.; American Brass Co.; United States Time Corporation (formerly Waterbury Clock Co.); United States Rubber Co.; Waterbury Tool Division of Vickers, Inc.; Bristol Co.; Naugatuck Chemical; Benrus Watch Co.

WB visited 1940 (October), 1941 (March) for Brass

CONNECTICUT

HARTFORD AREA
(Includes West Hartford, Manchester, East Hartford)

Major Industries: Aircraft parts (engines and propellers); ordnance (machine guns, small arms, carbines); iron and steel products; machinery (machine tools, chucks, precision tools); electrical machinery (control equipment, radar equipment); textiles; insurance (home offices of many life and casualty companies); wholesale and retail trade; finance; government (State, County, and Federal agencies); seasonal agriculture (especially tobacco). The area's pre-war civilian manufacturing industries, now converted to war production, were: machinery (typewriters, machine tools, precision tools, chucks); electrical machinery; iron and steel products; aircraft parts; textiles.

Employment Prospects: Recent layoffs by major firms in the aircraft and ordnance industries have resulted in heavy out-migration but considerable demand still exists in the area. During the next few months employment prospects are good in the machinery, ordnance, iron and steel products, and electrical equipment industries. Locally needed activities are still short of workers and job opportunities are available. Conversion to peacetime production is unlikely to afford good employment opportunities in the area because a large part of the current employment is in the aircraft parts and ordnance industries, both of which have expanded from low pre-war employment levels; postwar employment will probably be only a fraction of the current level. The pre-war civilian manufacturing industries converted to war production have expanded from lower levels of employment, and, therefore, cannot be expected to absorb workers released by the aircraft and ordnance industries. Employment in the State Government, and in the insurance, finance, trade and service industries should expand slightly in the postwar period. Veterans receive a 5-point preference (10 points if disabled) on examinations for State employment; Connecticut residence is required for most examinations.

Jobs Immediately Available: Substantial demand exists for skilled workers and for male workers to fill heavy mill labor jobs. Demand for unskilled and semiskilled workers is now generally light. Openings exist for tool and die makers, machinists, tool designers, draftsmen, and mechanical engineers. Males are urgently needed for foundry work. Locally needed activities require additional workers.

Major Firms: Pratt and Whitney Aircraft; Colt's Patent Firearms Co.; Hamilton Standard Propeller; Niles Bement and Pond; Underwood Elliott Fisher Co.; Royal Typewriter Co.; Cheney Bros. Co.; Arrown-Hart and Hedgeman Electric Co.; Travelers Insurance Co.; Aetna Life Insurance Co.

UB visited 1941 (April), 1943 (April-May) for Engine Parts
1943 (June). for Machine Tool

Connecticut WB. Data

	no. plants	Date of visit
Bridgeport		
Machine Tools	1	10/40
Communication equipment	1	10/40
Ammunition	2	1-10/40 and 1-10/43
Waterbury		
Brass Co.	2	1-10/40 and 1-10/40 + 3/41
Naugatuck		
Rubber	1	4/43
Hartford		
Engine parts	3 (inc 2 plants in E. Hartford)	1-4/41 1-5/43 1-6/43
Machine Tools	2	6/8/43
Stratford		
Aircraft	1	4/41
Groton		
Shipbldg	1	3/43
Community Notes on "Groton and Other Cities"		6/42

U.S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

EVIDENCES OF 1944 CUTBACKS IN CONNECTICUT

A New Haven firm - 2,000 workers - 70 percent women (February 1944)
Manpower Review, September 1944, p. 15.

Bridgeport Area -	Remington Arms	
	Bridgeport Brass Co. (January 1944)	Manpower Review, August 1944, p. 7
	Casco Products Co. (March 1944)	
	Bullard Company (April 1944)	
	U.S. Aluminum - 800 workers - (April 1944)	

Colt Patent Firearms (August 1944) - 1,500 workers. New York Times, August 7, 1944

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U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

EMPLOYEES IN MANUFACTURING IN CONNECTICUT

(In Thousands)

Year	Average number
1940	320
1941	409
1942	467
1943	495

Employment declined after about the middle of 1943. Figures for 6 months ending in October, 1943 and 1944, are as follows:

Employment (In Thousands) of Connecticut Workers in -

Month	Manufacturing industries		All non-agricultural industries	
	1943	1944	1943	1944
May	501	451	775	724
June	498	446	774	718
July	497	436	771	706
August	493	429	763	699
September	489	423	761	695
October	489	421	760	694

Source: Bureau of Labor Statistics

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Women's Bureau
U. S. Department of Labor
Washington

Dec. 15, 1944

STATE LABOR LAWS FOR WOMEN

This outline shows in summary form the current labor laws applicable to women 18 years of age and over, together with the occupational coverage.

CONNECTICUT

Hours of Work

(1) Daily - Maximum, 8 hours.
Weekly - Maximum, 48 hours.

Coverage - (Females). Mercantile establishments.

Exemptions - Permanent, salaried employees in executive, managerial, or supervisory positions paid not less than $175 a month regularly.

Variations - 10 hours may be worked on 1 day in the week in order to make 1 shorter workday for that week. Overtime permitted December 18 to 25 if employer grants at least 7 holidays annually. In periods of emergency and of seasonal or peak demand, commissioner of labor may allow 10 hours a day, 52 hours a week, for not more than 4 weeks in any 12 months.

See also Wartime Provisions.

(2) Daily - Maximum, 9 hours.
Weekly - Maximum, 48 hours in any calendar week.

Coverage - (Females). Manufacturing (includes laundry) or mechanical establishment.

Variations - In cases of emergency and of seasonal or peak demand, the commissioner of labor may allow 10 hours a day, 55 hours a week, for not more than 8 weeks in any 12 months. The minimum-wage orders for laundry and cleaning and dyeing require that time and a half be paid for hours in excess of 48 a week.

See also Wartime Provisions.

Night Work.

(1) (Women). Employment not permitted after 10 p.m. in bowling alleys, shoe shining parlors, billiard or pool rooms.

(2) (Women). Employment prohibited between 10 p.m. and 6 a.m. in manufacturing (including laundries), mechanical, or mercantile establishments; also in public restaurants, cafes, dining rooms, barber shops, hair-dressing or manicuring establishments, or photograph galleries.

Exemptions - Physicians, surgeons, nurses, pharmacists, attorneys, teachers, social service workers, and display workers receiving at least $150 a month and engaged chiefly in arranging and displaying merchandise in accordance with their own designs; hotels.

Variations - See Wartime Provisions.

Plant Facilities 1/

Seating.

Mercantile, mechanical, or manufacturing establishments must provide suitable seats for all female employees, and permit employees to use the seats when not necessarily engaged in the active duties of employment.

Lunch Rooms.- No law.

Dressing and Rest Rooms 1/ - No law.

Toilet Rooms.1/

Manufacturing (including laundries), mechanical or mercantile establishments, and public restaurants, must provide adequate toilet accomodations for employees. Accommodations must be arranged to provide reasonable privacy for employees of both sexes; must be plainly designated by sex.

Any establishment employing both males and females must provide separate toilet rooms or compartments for each sex, plainly designated. Ratio: 1 water closet to every 20 persons of each sex or fraction thereof up to 100 persons; 1 to every 25 of each sex for over 100.

Tenant factories, mercantile or office buildings must provide separate toilets for tenants, within reasonable access.

1/ The department of labor has broad powers to enforce the statute requiring employer to provide a safe workplace for employees. The Sanitary Code which is based on this law contains detailed specifications for dressing, wash, and toilet rooms.

Women's Bureau
U. S. Department of Labor
Washington

Dec. 15, 1944

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See also Wartime Provisions.

(3) Daily - Maximum, 9 hours.
Weekly - Maximum, 52 hours.

Coverage - (Females). Public restaurants, cafes, dining rooms, barber shops, hairdressing or manicuring establishments, or photograph galleries.

Exemption - Hotels.

Variations - 10 hours may be worked on 1 day in the week in order to make 1 shorter workday during that week.

The minimum-wage order for beauty shops requires payment of an additional rate for hours in excess of 48 a week; to part-time employees, for hours in excess of 8 a day.

See also Wartime Provisions.

(4) Daily - No law.
Weekly - Maximum, 58 hours.

Coverage - (Women). Bowling alleys, shoe-shining establishments, billiard or pool rooms.

Variation - See Wartime Provisions.

Day of Rest.

(1) (All employees). A 6-day week required in any commercial occupation or the work of any industrial process, excepting farm or personal service; druggists; transportation; sale or delivery of milk, food, or newspapers; continuous operations; watchmen, janitors, etc.; maintenance work.

Exemption - Hotels.

Variations - Work on the 7th day permitted in cases of emergency.
See also Wartime Provisions.

(2) (Females). A 6-day week established in mercantile establishments, also in public restaurants, cafes, dining rooms, barber shops, hair dressing or manicuring establishments on photograph galleries.

Exemptions - Permanent salaried employees in executive, managerial, or supervisory positions paid not less than $175 a month regularly; hotels.

Variations - See Wartime Provisions.

Meal and Rest Periods - No law.

Night Work.

(1) (Women). Employment not permitted after 10 p.m. in bowling alleys, shoe shining parlors, billiard or pool rooms.

(2) (Women). Employment prohibited between 10 p.m. and 6 a.m. in manufacturing (including laundries), mechanical, or mercantile establishments; also in public restaurants, cafes, dining rooms, barber shops, hair-dressing or manicuring establishments, or photograph galleries.

Exemptions - Physicians, surgeons, nurses, pharmacists, attorneys, teachers, social service workers, and display workers receiving at least $150 a month and engaged chiefly in arranging and displaying merchandise in accordance with their own designs; hotels.

Variations - See Wartime Provisions.

Plant Facilities 1/

Seating.

Mercantile, mechanical, or manufacturing establishments must provide suitable seats for all female employees, and permit employees to use the seats when not necessarily engaged in the active duties of employment.

Lunch Rooms.- No law.

Dressing and Rest Rooms 1/ - No law.

Toilet Rooms.1/

Manufacturing (including laundries), mechanical or mercantile establishments, and public restaurants, must provide adequate toilet accomodations for employees. Accommodations must be arranged to provide reasonable privacy for employees of both sexes; must be plainly designated by sex.

Any establishment employing both males and females must provide separate toilet rooms or compartments for each sex, plainly designated. Ratio: 1 water closet to every 20 persons of each sex or fraction thereof up to 100 persons; 1 to every 25 of each sex for over 100.

Tenant factories, mercantile or office buildings must provide separate toilets for tenants, within reasonable access.

1/ The department of labor has broad powers to enforce the statute requiring employer to provide a safe workplace for employees. The Sanitary Code which is based on this law contains detailed specifications for dressing, wash, and toilet rooms.

Other Regulations

Weight Lifting and Other Conditions of Work - No law.

Prohibited Occupations.

No female other than the wife or daughter of the proprietor shall be employed in any tavern.

Industrial Home Work.

Home work is restricted to work for employers located in the State; to industries in which home work is customary and necessary; to processes performed by simple hand methods; and to workers who are handicapped or responsible for care of an invalid in the home. Worker must be at least 16 years of age, have official permit, and live in the home where the work is done.

Employer must obtain a certificate in order to distribute materials for home work. Annual fee is $25.

Employer must keep record of each worker's name and address, kind and amount of materials distributed, rates paid, and each worker's total weekly earnings.

Owner of premises where home work is done must have a license, issued only after inspection. Fee is $25.

Wage rates must not be lower than those in a factory or other place of business for similar work. Laws regulating hours and working conditions in factories apply also to home work.

Maternity Leave.

No owner, proprietor, manager, or foreman, or other person in authority in any factory, mercantile establishment, mill or workshop shall knowingly employ, or permit to be employed, a woman for a period of 4 weeks before childbirth or 4 weeks afterward.

Wartime Provisions

By the War Powers Act, the Governor is authorized to modify or suspend, in whole or in part, by order, any statute, regulation, or requirement when in his opinion it conflicts with efficient and expeditious participation in the war effort. Statute limits to 6 months the period in which any such order may be in force.

During the war emergency and for 6 months after hostilities cease, the Governor, on employer's application and for cause shown, may extend overtime period beyond 8 weeks if he deems extension necessary to the war effort. Applies to manufacturing (including laundries) or mechanical establishments.

In event of war or other serious emergency, the Governor may suspend the limitations on evening or night work, in manufacturing, mechanical, or mercantile establishments.

War order issued by the Governor, and twice renewed, permits women over 21 to be employed between 10 p.m. and 6 a.m. in bona fide and well established restaurants as waitresses, cooks, and counter girls; but working hours are limited to 9 daily (except for one 10-hour day per week) and 52 hours and 6 days in one week. No night shift for women employees may end between 12 midnight and 6 a.m.

Minimum Wage

Authority.

Commissioner of labor issues mandatory order, on his final approval of wage board recommendations as to minimum rates for occupation.

Coverage.

(1) Employees - All persons.

(2) Industries or Occupations - Any industry, trade, business, or occupation (other than domestic service and farm labor) paying an unfair and oppressive wage.

Orders.

	Effective date
Laundries (Women and minors).	June 3, 1940
Cleaning and dyeing (Women; minors)	Oct. 7, 1940
Beauty shops (All employees)	Mar. 3, 1941
Mercantile (All employees)	June 1, 1942

Equal Pay

No law.

EMPLOYMENT STATUS OF WOMEN IN CONNECTICUT, 1940

Source: Bureau of the Census

	Number	Percent of all persons	Percent of all women in labor force
Population 14 years old and over	695,720	50.6	-
In labor force: Number	225,266	29.3	100.0
Percent of population 14 and over	32.4	-	-
Employed, except on public emergency work	202,916	29.8	90.1
On public emergency work	3,444	15.5	1.5
Seeking work	18,906	28.1	8.4
Experienced workers	14,085	25.0	6.3
New workers	4,821	43.9	2.1

The Connecticut labor force in 1940 included 225,000 women, who were more than one-fourth of all workers in the State.

Of these, 90 percent were employed, in all 203,000 women. An added 1.5 percent were on public emergency work and 6 percent were experienced workers seeking jobs, in 1940.

In the major occupational groups the largest proportions of women in 1940 were as follows:

	Percent of all women workers
Total	100.00
Operatives (manufacturing and other)	33
Clerical and sales	29
Domestic service	12
Professional	12
Service (except domestic)	7
Various other	7

When more detailed occupations are considered, the largest number of women, nearly 20,000 were servants in private families, followed by stenographers, typists, and secretaries, and miscellaneous clerical workers. Next came wage earners in clothing factories, teachers, bookkeepers, accountants and cashiers, nurses, and saleswomen, chiefly in stores.

Connecticut is an important industrial State and 30 percent of all working women were wage earners in factories. Those in iron and steel products plants and in clock, watch, jewelry and silverware factories followed in importance those in clothing. Large numbers were employed in machinery factories, especially those making electrical apparatus and office and store equipment. These were followed by workers in textile mills, with cotton mills leading.

EMPLOYMENT OF WOMEN IN MAJOR OCCUPATIONS IN CONNECTICUT, 1940

	Number	Percent of all employed persons	Percent of all employed women
Total	202,916	29.8	100.00
Professional workers	22,449	49.6	11.1
Semiprofessional workers	1,711	20.2	.8
Farmers and farm managers	539	4.4	.3
Proprietors, managers and officials, except farm	4,994	9.3	2.5
Clerical, sales and kindred workers	58,777	46.3	29.0
Craftsmen, foremen and kindred workers	2,565	2.4	1.3
Operatives and kindred workers	66,300	34.5	32.7
Domestic service workers	25,072	90.4	12.4
Protective service workers	77	.8	1/
Service workers, except domestic and protective	14,531	39.6	7.2
Farm laborers	401	3.3	.2
Laborers, except farm	3,121	7.0	1.5
Occupation not reported	2,379	35.8	1.2

1/ Less than 0.1 percent.

MAJOR OCCUPATIONS OF WOMEN IN CONNECTICUT, 1940

15,000 women or more
- Servants in private families
- Miscellaneous
- Clerical workers
- Stenographers, typists, and secretaries

10,000 women or more
- Operatives, apparel manufacture
- Teachers

6,000 women or more
- Bookkeepers, accountants, and cashiers
- Trained and student nurses
- Saleswomen (chiefly in stores)
- Operatives, miscellaneous iron and steel industries

3,000 women or more
- Housekeepers in private families
- Operatives, cotton manufactures
- Operatives, clocks, watches, jewelry, and silverware plants
- Operatives, electrical machinery plants
- Waitresses

2,000 women or more
- Operatives in laundries
- "Clerks" in stores
- Operatives in rubber plants
- Telephone operators
- Servants, except private families
- Beauty shop operators
- Operatives, office and store machines, equipment and supplies

1,000 women or more
- Operatives, other machinery
- Dressmakers and seamstresses (not in factory)
- Operatives, silk and rayon manufactures
- Operatives, woolen and worsted manufactures
- Operatives, nonferrous metal primary products
- Practical nurses and midwives
- Boarding house and lodginghouse keepers
- Operatives, hats except cloth and millinery
- Housekeepers, stewards, hostesses, except private families

MARITAL STATUS OF FEMALES 14 YEARS OLD AND OVER IN THE LABOR FORCE, 1940

	Number	Percent distribution
Females 14 years old and over in the labor force	225,266	100.0
Single	132,911	59.0
Married	71,754	31.9
Husband present	61,967	27.5
Husband absent	9,787	4.3
Widowed and divorced	20,601	9.1

NEGRO WOMEN WORKERS IN CONNECTICUT, 1940

In 1940 there were 5,942 Negro women in the labor force in Connecticut, 85 percent of them employed. Negro women constituted the following proportions in the State:

	Percent
Of all women in population (14 and over)	1.9
Of all women in labor force	2.6
Of all employed women	2.5

Of the employed Negro women, 80 percent were domestic service workers and 9 percent were doing other service work in hotels, restaurants, and so on. There were 152 white-collar workers, including 43 clerical workers, 17 teachers, 15 saleswomen and 10 social and welfare workers. There were 115 wage earners in factories, chiefly in apparel manufacture.

EDB
5/18/45

Robinson

SPRINGFIELD

MASS.

POST-WAR STUDY

1944.

STOP WORK 12a SPRINGFIELD, MASS.

Schedule No.

2. When husband returns from service, wants to stay home, have children.

6. Plans to marry - when earner returns from service.

9. When husband returns from service.

10. When 2 sons in Service return and resume jobs.

11. When husband returns from service, in good health and employed.

12. Intends to marry Service man at conclusion of war.

13. Intends to marry Service man.

18. Plans to marry Service man.

21. When husband returns from service.

25. When husband returns from service.

28. When earner returns from service.

29. Intends to marry at conclusion of war.

31. Plans to marry Service man.

36. If husband(now in service) is able to work and is employed.

53. When husband returns from service.

56. When husband returns from service.

57. If service man is employed at conclusion of war and she marries him as planned.

58. "Would like to quit tomorrow. Sick and tired of working."

67. Of own desire when fewer workers are needed.

74. To take care of child.

76. Worker took job because she couldn't stand the empty house with four boys in service. She will stop as soon as they come back and she has something to do for them, although her husband will be earner for the two of them.

80. Wants to retire.

84. Of own desire when fewer workers are needed.

87. Of own desire when fewer workers are needed. Father takes care of house, doesn't mind helping now though.

STOP WORK 12a SPRINGFIELD, MASS.

SCHEDULE NO.

89. When husband returns from service.

93. Will stop work when earner returns, because worker wants a rest.

95. Husband of worker is stationed at Westover Field, but maintains residence with her. Of own desire when fewer workers are needed.

97. Worker is quitting Monday for a month to be married. Fiance' wants worker to stop, but worker wants to continue as long as war job lasts.

101. When husband returns from service.

107. Is getting married soon.

110. Is getting married.

117. Is getting married after war.

126. Worker's husband actually runs shoe department. Rents space from Poole Co. and runs department on concession basis. He needed help very badly and that is why worker is assisting him as saleslady. As soon as more sales help is available, worker will quit.

127. If he is well and is employed.(Husband in service)

128. When husband returns from service.

130. Plans to marry - in that case would not work longer than one year - if at all. Still rather undecided.

136. Doesn't know. (Interviewed mother - worker's husband not in service.)

144. When husband returns from service.

152. When war job ends.

153. Plans to marry - when earner returns from service.

154. Intends to marry. Mother interrupted "Women should stay home. Children need a mother's love."

170. Of own desire when fewer workers are needed.

172. When war job ends.

174. When earner returns from service.

176. When war job ends.

190. When son returns from service.

STOP WORK 12a SPRINGFIELD, MASS.

SCHEDULE NO.

197. When earner returns from service.

208. Is getting married after the war.

209. Is getting married after war.

213. When war job ends.

214. When earner returns from service. Is not sure about after the war but does expect to work as long as war is on. Great work while sons are in the service.

220. Of own desire when fewer workers are needed.

225. When husband returns from service.

227. When war job ends.

232. Take care of children.(One in school and community club take care of both, in summer.)

233. Of own desire when fewer workers are needed.

234. When husband returns from service.

236. To be with family.Husband in service. Worker will stop work in September for several months - "marital obligation."

237. Is getting married after the war.

238. To be married.

244. Of own desire when fewer workers are needed.

258. When war job ends.

260. When husband returns from service.

266. Is getting married.

272. When war job ends.

274. Is getting married after the war is over.

276. When war job ends.

282. When husband returns from service.

285. When husband returns from service.

299. When war job ends.

STOP WORK 12a SPRINGFIELD, MASS.

SCHEDULE NO.

306. When earner returns from service.

307. When earner returns from service.

308. When earner returns from service.

309. When earner returns from service.

313. When fewer workers are needed.

319. When earner returns from service.

321. When husband returns from service.

326. Mother said worker would "stop working after the war and settle down." Worker will stop working of own desire when fewer workers are needed.

351. Is not sure. Depends on whether husband has work or not.

353. Is going to stop soon because of her health. Is only working now because she likes to work.

332. Is getting married after war.

367. Plans to get married.

374. Marital obligations. Husband in service.

381. When earner returns from service.

382. If husband well and employed.

387. If possible - really wishes to cease work "if husband finds a decent job."

390. Of own desire when fewer workers are needed.

412. Of own desire when fewer workers are needed.

428. Of own desire when fewer workers are needed.

438. To be married.

448. When earner returns from service.

449. May leave job soon because she can't get off the third shift.

462. Worker is resting until son goes back to school. She has had all her teeth out and was too ill to go on working thru summer.

465. When husband returns from service.

STOP WORK 12a SPRINGFIELD, MASS.

SCHEDULE NO.	
489.	Will work for the duration and marry right after. Worker will stop when war job ends.
492.	Is getting married after the war.
494.	When earner returns from service.
499.	When earner returns from service.
500.	When war job ends.
507.	Worker expects to be married.
531.	When war job ends.
532.	Expects to stop in December, is pregnant and does not want to work at any future time unless absolutely economically necessary.
544.	Of own desire when fewer workers are needed.
546.	Of own desire when fewer workers are needed.
551.	When earner returns from service.
555.	"If men need the jobs, I would rather stay home and let them work."
557.	When earner returns from service.
583.	Worker is planning to be married soon, and will stop work for awhile but "I suppose I'll have to work off and on until we can save money to go to keep house by ourselves."
584.	When husband returns from service.
586.	When husband returns from service.
588.	When earner returns from service.
589.	"Sick of it. These war jobs are awful. They take all the pep out of you. Every night I say "My God how much longer."
592.	Intends to marry Service man and stay home.
597.	When husband returns from service.
608.	Will only work until September when older daughter returns to school. Mother-in-law formerly lived with family and watched younger children, but she is disabled and in the hospital indefinitely with broken hip complicated by diabetis.
613.	Is tired of working. Is going through change and doesn't always feel well but wants to stick it out until war ends.

STOP WORK 12a SPRINGFIELD, MASS.

SCHEDULE NO.

614. When husband returns from service.

621. When war job ends. Will stop - merely was working to help out war effort. "Let soldiers and young folks work, and old folks stay home."

622. When war job ends.

625. When husband returns from service.

634. Doesn't know - would like to keep on working, but thinks she "needs a rest."

636. When earner returns from service.

638. When husband returns from service,

659. Of own desire when fewer workers are needed.

663. Of own desire when fewer workers are needed.

665. To be married.

678. To be married.

678. Of own desire when fewer workers are needed.

710. When earner returns from service.

718. Not well - very tired and nervous - going through "change". Apt to quit most any time.

719. When husband returns from service.

720. Of own desire when fewer workers are needed.

729. When earner returns from service.

735. ✓ Attend college. Possibly return to school - college. Worker graduated highest in her high school class. Teachers all urged her to attend college. She is buying bonds for future educational opportunities.

738. When war job ends.

740. "Might work for a rather short time." Husband in service.

759. Is getting married after war.

766. Is almost run down now.

767. Is getting married after war.

STOP WORK 12a SPRINGFIELD, MASS.

SCHEDULE NO.	
789.	When earner returns from service.
791.	Ill health.
792.	Of own desire when fewer workers are needed.
794.	Of own desire when fewer workers are needed. Sister interviewed worker was not feeling well, so visiting sister furnished all information.
795.	When earner returns from service.
800.	Of own desire when fewer workers are needed.
803.	Of own desire when fewer workers are needed.
808.	When husband returns from service.
817.	When husband returns from service.
826.	Of own desire when fewer workers are needed.
829.	Interviewed husband. Worker will stop work when fewer workers are needed.
835.	Doesn't really want to work now, daughter just finished college so worker doesn't need to go on.
840.	When earner returns from service.
863.	Worker will definitely stop when husband returns from service. At present she must work as "2 women and a small child can't live on a government allotment."

CHILD CARE PROBLEMS SPRINGFIELD, MASS.

SCHEDULE NO.

608. Mother-in-law formerly lived with family and watched younger children, while mother worked, but she is disabled and in the hospital indefinitely with broken hip complicated by diabetis. Mother will only work until September when 15 year old daughter returns to school; she has been taking care of smaller children since mother-in-law's illness.

624. Worker and husband separated. Husband left worker $500.00 in debt. He left household in January 1942. Worker has paid this bill and also hospitalization for daughter's appendicitis operation $200.00. Supposed to receive $10 weekly from husband but he is very irregular, in payments. So worker can't count on any assistance. Two children between 10 - 13 years of age.

697. Worker is divorced. At Spalding's - worker could not do work; then to Bobbin Shop - was laid off; then to Tinsel Shop was laid off. Now worker is on relief. Worker wants to place child in a school - "he ain't allowed in these schools any more." Worker implied that she was laid off at various plants because of worry over child. "The 14-year old can take care of himself, but that 12-year old is a problem."
Worker desires work and soon, but was most emphatic that son must be placed in a school first.
The agent ventures at this point that the family could well be mentally unbalanced.

813. Worker is separated. Has two children. Had very unhappy marital life, husband constant drunkard and abused children. Left him three times - but this is the last time. She will never take him back. Cried as she related story.

863. Earnings $19 weekly. Receives husband's allotment. At present she must work as "2 women and a small child can't live on a government allotment." Mother-in-law lives with worker.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

2. Elevator operator - Highland Hotel. Shifts change each week. Tries to save husband's allotment, but her salary is so low ($16 wk.) she occasionally has to use it. Saves some.

5. Power Machine operator - Patricia Undergarment Company. Undecided - as to work after war. Probably will continue, as has to support mother and father and thinks it's unfair to ask husband to do it alone, unless he gets a very good job.

10. Stitching machine - Fibre Box Company. Educated in Italy. Separated. Son and daughter receives allotment for her husband.

19. Filing and burring - Springfield Armory. Worker on leave of absence. Job caused added strain on already weakened abdominal muscles (5 children in 6 years) and she has been out 1 month. Anxious to return this coming week. Loves the job. Divorced. Earnings $30 weekly.

29. Typist-stenographer - Springfield Armory. U. S. Department of War. Earnings $29 weekly. Friend of family (god-father to worker) pays board for living with family.

30. Machine operator - Springfield Armory. Education in Greece. Night School for citizenship papers in U. S. A. Earnings $39 weekly.

33. Punch-Out-Work-Table work - McLaughlin's Bros. Inc. Widow. Earnings $12 weekly. Worker not well has floating kidney - may not be physically able to continue.

34. Cook - Wartime Child Care Center. Business school education. Earnings $19.70 weekly. One roomer who also eats meals in household. Pays $7.00 wk. Father receives $25 monthly for old age pension. Worker seemed rather secretive and on guard, although very polite. Later, a loquacious tenant upstairs (the house is a 3-family frame building) asked agent if she had yet interviewed her landlady, Miss Quilty, - adding "if she admits anything it will be a wonder. They own this building and have plenty - but try to hide the fact and never tell their business."

35. Bench Work - Springfield Armory. Worker complained of low rates - favoritism (newer workers receive more money and better jobs) and fact that machines are always breaking down - and repair is done on worker's time - and no compensation. Worker doesn't want to take a Service man's job after war. Worker's daughter and daughter-in-law each receive government allotment. Earnings $18 week.

38. Examiner - Patricia Undergarment Company. Worker left this company in Sept. 1942 to work at American Bosch as engraver. Then had goiter operation (August) and decided this work was too heavy, so returned to Patricia Company in October 1943. Earnings $20 weekly.

41. Firing Pins - Hand Milling Machine - Springfield Armory. Worker complained of working conditions. Machines constantly breaking down. Set-up and repair men very busy. Waiting for them to come and actual time of repair causes worker to turn out fewer pieces - but this time is counted against her. She is not paid for it. Earnings $34 weekly.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

42. Saleslady & Commissions - Liggett's Drug Store. Came to Springfield to be near boy-friend whom she plans to marry in October. Will continue to work, however. Earnings $20 week.

43. Saleslady - Poole's Department Store. Worker almost hysterical. Insisted agent was Union organizer who was going to force her to join and she kept repeating "What do you wnat" (before agent could reply she added) I'm from New York State and don't believe in Unions. Can you blame me." She finally calmed down, but even seemed to resent government questioning but more mildly. Widow (50 and over) will work as long as health continues. Refused comments on financial matters.

44. Inspector - U. S. Fisk Rubber Company. In addition to High School had 3 years Nurse's Training. Earnings $28.50 weekly. This interview consumed almost an hour. Worker, a very pleasant woman sat on front porch - literally waiting from day to day for husband to die. She still goes to work, and a neighbor watches him while she's away." "We've been through this all before seven years ago" - worker commented, but this time I think it's the end. I hope it gets settled one way or another soon. He either dies or recovers - but not linger this way. Don't dare get the priest - it will scare him to death. He's pretty depressed - and it's not easy for me. I'm going thru the change and it's no joke." Worker then elaborated on how her sister died, her brother (T.B. from last war) and her mother - all in last 4 months. Worker's husband very ill - 4 broken vessels in heart.

49. Closing trays and boxes - Milton Bradley Company (Games). Earnings $23.25. Worker beginning to get tired. Doctor suggests rest - but in any case, worker prefers to work even after compulsory vacation.

51. Inspector - American Bosch (U.S.Navy). Really no fixed abode at this time. Was travelling and visiting friends and relatives in middle Atlantic States. Traveling and visiting for 7 years - visiting friends and relatives, mostly in middle Atlantic States. Refused reporting on finances.

52. Stenographer-Typist - Massachusetts Mutual Insurance Company. Refused reporting on earnings. Worker complained of high living costs, expecially clothing prices which according to her have increases 25%- 50%.

55. Packing - Springfield Armory. Educated in Italy. Citizenship classes in America. Husband under doctor's care. Is very irregular worker - due to heart trouble. At present employed as chef in Hotel Kimball. One son merely a summer vacation worker. One son expects to be inducted very shortly. Earnings $23.90 weekly.

61. Supervisor of Tabulating (I.B.M.) Springfield Armory. Comptometry School education in addition to high school, and 2 years Worcester school of business science. Earnings $34 weekly. Worker stated as to residence after war - "any place but Springfield" - probably her former home - Worcester, Mass.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

70. Assembly - Bausch Magneto. Interviewed worker's mother. Earnings $25 - $30 week. Is awful hard work, according to mother. Worker has been ill, and gets bonds irregularly.

72. Inspector - Westinghouse. This is a stand-up job now but worker is soon to be seated as can't stand so much on her feet.(50 & over) Earnings $30 weekly. Rent from first floor of house and from two garages.

84. Salad maker - Forbes & Wallace Department Store. Attended school in Ireland. Husband says differences make this same as high-school here. Earnings $13.00 week. Child stays with neighbor.

94. Cutwork (on games) Smith & Wesson's Company. Worker had "couple months night school" none in old country but talks English well. Worker seemed extremely frightened by whole procedure but desirous of not offending agent; evasiveness and vagueness seemed motivated by fear. As e.g. answer to #9.
#9 - Worker would say only that she was "a long way away" at the time war was declared. This does not accord with answer in #16.
#13 - Worker would not answer this question.
#18 - Would not tell how many bonds she buys or on what basis, but says she has some. Would give no other facts about expenditures. Earnings $19 week.

96. Machine operator - Van Norman Company. Husband interviewed. Earnings $32 week. Baby is at Day Nursery, but husband cares for 11 year old boy."

98. Machine operator - Gill Handbag. Worker was very cooperative and welcomed opportunity to talk to a government agent. In fact, whole family entered conversation and contributed information. Worker's brother in Italy occasionally sends money to family, but it is not regular. Worker is sole supporter of her father and mother.

99. Folding - Martin's Laubdry. Worker was most cooperative - in spite of husband's efforts to engage agent and worker in political discussion. Earnings $18 week.

111. Winder - Worker could speak Polish only, so husband acted as interpreter between agent and worker. Earnings $20 week. Worker employed at Ludlow Mills - Textiles.

112. Yarn weaver - Ludlow Mills - Textiles. Polish education. Worker has worked in the Ludlow Mills since arrival in the U. S. from Poland.

114. Machine operator - Springfield Armory. Worker was very cooperative and volunteered so much information about herself and working daughter, that agent had to ask few questions. Earnings $37 week.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

120. Sewing - machine operator - Holyoke Garment Company. Worker's son was discharged from the army. He has held jobs off and on but never for a long time. Worker complained that he is lasy and doesn't want to work and she hoped that "somebody would draft him into working."

122. Machines - Springfield Armory. Frequently works Sundays too - lately it has been 3 Sundays out of 4. Educated in Scotland. Mother and Father supplied information. Mother didn't know exact amount but thought $30 or better, to be amount of salary, each week.

123. Clerical - Ludlow Sales Company. Parents gave information. Has been ill 8 months with nervous breakdown, returned to work July 10, 1944. Education in Scotland. Neither mother or father knew exact amount of earnings. $12.00 weekly to household.

125. Saleslady - Brigham's Dept. Store. Worker from Burlington, Vt. Earnings $16.00 weekly. Worker's husband pays $6 week for his 4 children - boarded out in private home, selected by State.

129. Performer - Entertainer - Recreation-Entertainment. Musical education in addition to high school. This is a problem "according to worker herself. Her advancing years (she is 52) make entertainment work in the future almost an impossibility and yet worker must work. Department store work (she tried it, representing a cosmetic firm) "nearly killed her." For two years she tried office work. Said it was an awful strain - got the job through pull - so tried to be nice, and agreeable - cheerful etc. All the time to cover up her ignorance (She didn't know what the hell it was all about - nor a mimeographing machine from a typewriter) -- in the meantime she kept her eyes and ears open and tried to learn without letting on how really dumb she was. Well, she remained 2 years. Every one liked her and she really caught on. However, she collapsed physically and had to quit. (She's going through change of life). Doesn't know what to plan for the future. This present work is not too strenuous and she rests between performances. Earnings $30 - $70 weekly.

131. Saleslady - Scott Furriers. Worker worked at Fiske rubber as inspector. Then contract expired she was discharged. Had been there almost one year September 1942 - April 1943. Widow. Refused statement concerning finances.

132. Winder - Ludlow Mills. Polish education. Worker has been at mills since coming from Poland. Earnings $30 week.

143. Drill Press - Consolidated Mainser's. Will go on piece rate soon and will get better wages. Earnings $16 weekly. Husband is not working at present but is trying to get into investing house. He usually is employed.

155. Inspector - Springfield Armory. Earnings $26 weekly. Wants to quit next month. "Is a nervous wreck." Then after a good rest would like to resume work (a good rest being - 3 months) and continue after the war. Worker's daughter is a vacation time worker.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

161. Power Machine Operator - Standard Corset Mfg. Earnings $24 weekly. (14-17) Mother gives worker weekly allowance of about $8 since she has no carfare and comes home for lunch.

162. Inspector - Radio Parts - Sickle's Mfg. Worker plans to marry. Mother present, cautioned her to say she would continue just the same. This seemed the safest and most cautious answer - "just in case something happened. Of course, it would be nice to stay home "says mother" but how do we know she will be that lucky." Earnings average $35 week.

164. Washing gears - Perkins Machine & Gear Co. Worker has just returned from work as agent arrived and was greatly disturbed because a co-worker blamed her in presence of the foreman), for faulty work. She told the foreman that she was not at fault, and so could have "told the union" - which is A. F. of L. "The union always straightens out all fights. It's impossible to be fired - unless there is a good reason, as intoxication." Worker said she is often blamed as her helper is a boy, "a refined boy, high-school graduate. The others don't like him - He's not really a worker, too refined." Worker then concluded her tale of woe by stating, "I always told my foreman what I think. No one steps on me." Earnings $28 week. Child between 10 - 13 cares for self.

166. Machinist- Perkins Machine & Gear Co. Worker just came from Poland, in 1956. Worker fears job at Perkins is not too stable, so wishes to get job at Fisk Rubber Company. Earnings $35 week.

169. Bench worker - Ordnance Springfield Armory. Earnings $23 week. Worker's 3 brothers in service overseas, contribute to the home.

174. Chamber-maid - Hotel Northampton (Waves) Earnings $17 weekly. According to worker she gets no allotment from husband.

175. Carpenter - Companion Company. Worker is not sure that she is going to continue working at present job as she does not like it. Earnings $30 weekly.

178. Clerk - Associated Transport Inc. Worker expects baby in September, but made no mention of when she would leave her job. Earnings $18.20 wk. Worker from New York, N. Y. Worker is separated from husband. Husband sends worker money - $10 weekly.

179. Machine Operator - Milton Bradley Games Co. When the worker was first employed at the Bradley Company the factory was putting out material for the Army. However, recently, the war contract was completed and Bradley went back to civilian manufacturing, i.e., games. As a result, the worker's wage rate was cut 20¢. She intends, therefore, to leave her present job and seek another one as she said that she is unable to live on $20 a week.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

181. Inspector - Fisk Rubber Co. Earnings $28.30 week. At present husband is on sick leave - till Sept., and since last December - due to sinus. He gets no compensation of any sort as he returned to work before doctor gave approval.

182. Maid-Lord Jeffrey Inn. Worker quit as she could not "make expenses." It cost her $3 wk. for transportation - "deductions, remaining, so I'm looking for a better job." Earnings $15 week. Has 3 roomers.

184. Grinding Machine - Perkins Machine & Gear Company. Mother and sister supplied information. Earnings $28 weekly. $15 regularly contributed each week to household.

186. Grinding - Perkins Machine & Gear Co. Mother and sister supplied information. Worker has been ill, since last February. Worker's mother does not exact any regular weekly stated amounts. She takes whatever worker can afford depending on her weekly medical expenditures. Mother explained worker had acquired this ill state through very stringent dieting - became completely run down - started to have frequent fainting spells. Result - she is anaemic - has low bloodpressure and low blood sugar. Is on a diet now subscribed by the doctor.

187. Packer - - Hood's Mfg. Co. Earnings $20 weekly. Product - Ice Cream. Worker (14 - 17) and contributes all to home.

188. Machine Operator - Milton Bradley Co. Sister supplied information. Intends to marry at conclusion of war - but expects to continue work for quite a while "till they get a good start." Earns $22 weekly.

190. Janitress - Steiger Dept. Store. Had to go to work when son was inducted into the army. Worked before marriage. Worker said that she is able to save very little of her $17(weekly earnings,)but if she does save a few dollars one week, she has to spend it the next.

191. Clerk - Springfield Armory. Mother was interviewed. Mother was sick so daughter had to take care of household until recently. Father is also ill and unable to work. Pension for Uncle from City $4 weekly. Earnings $24 weekly. Worker has to contribute all to household.

193. Machine Operator - Ludlow. Husband is in State Hospital. Daughter was interviewed. State supports husband who is in a State Hospital and blind son who is learning a trade at school. Daughter said that Mother worked to keep her mind off her troubles mainly. "If she sat around the house she'd go crazy thinking about everything." Earns $33 wk.

200. Machine Operator - Chicopee Mfg. Co. Earnings $26 - $28 weekly. Husband is ill and can't work so wife must work in order to support the two of them.

203. Inspector - American Bosch Co. Interviewed Mother who couldn't speak English very well so information was meager. Earnings $30 - 28 weekly. Worker from Northampton, Mass.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

204. Bench work - (burring) - American Bosch. Italian education - plus night school in Springfield, Mass. Earnings $30 weekly. Buys bonds but did not disclose the amount.

205. Finisher - Trencher-Belsky, Inc. Italian education. Agent talked to worker on July 11th, but worker asked her to return when her husband would be present as she speaks broken English. Agent returned on July 12th - to find the family (worker, husband, and 6 year old son) awaiting her, eager to ask and answer questions - with the accompaniment of sandwiches and grape soda. Boy attends Catholic Sisters Nursery.

207. Spooling - Ludlow Mills. Worker has been employed at American Bosch, Westinghouse, and Chicopee Plant. Money was sent last week to nephew in Portugal, so that he can come to America. Worker would like to quit, but Mills are near her home and would like to buy a refrigerator after the war.

213. Driller - Springfield Armory. Worked in Westfield Mfg. Company as an inspector in the last war. Hasn't worked since she took this job. Husband is disabled veteran from World War I. Gets compensation. Earnings $25 weekly.

218. Packer - Ordnance - Springfield Armory. Worker was very responsive to questions, and expressed hope that the Women's Bureau's post war survey "would prevent unemployment" after war. Earnings $43-7 days. Mother-in-law lives in Ludlow, but in separate household - from worker's manner, agent presumes that mother-in-law lives several blocks from worker. Mother-in-law cares for child under 2 years of age.

221. Secretary - Westover Field (Civil Service). Worker had been there before - for 2 years - then went to Philly. with husband. After he went overseas, she returned to Westover Field. Mother interviewed. Earnings $1440 year.

222. Washed chickens - Chicken factory. Worker was "laid off and he didn't tell me when to come back." (50 and over) Worker wants to work in factory from 7 to 3. Worker does not want "standing job." Earnings $14 to $16 week. Worker will be both earner and contributor in several weeks or as soon as she finds a job.

223. Presser on shirts - Belding's Laundry. Husband interviewed. Earnings $20 week. Three sons - two in Navy, one in Army.

224. Operates mangler, Belding's Laundry. Father interviewed. Husband was hurt while overseas, so is now at Ft. Devons. Earnings $20 week.

230. Chambermaid - Barnes Hotel. Has put a lot of time retouch-coloring and painting. Attended school in Canada. Earnings $24 week. Allotment from son-in-law. Worker (50 and over).

231. Machine operator - Envelope Shop. Started school late in W.Va. and in Mass. had to begin all over. Earnings $22 week.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

235. Band saw - American Bosch. When agent approached worker as to the reason for her stopping work, she said, "You aren't Polish are you?" After being reasured that agent was not Polish, she beckoned agent to sit beside her on porch bench.

"I quit because I wasn't Polish - only Polish girls get breaks - they are the ones on the production line where the money is. Even my foreman was Polish. He would never be foreman if there weren't a shortage of men - he used to run a drill press."

"Well, it started at Easter time. My step-son came home from the Pacific. After 5 days of absenteeism, the rule is to be rehired and reexamined by Bosch. The Polish girls lay off several days, then work several days when their husbands have furloughs. So, I tried it, but I'm not Polish, so it didn't work."

"I didn't even get paid for that hour they worked when I quit. I could have gone to the Labor Board, but I'm a lady. They called me a crab, just because I wanted more space to run my band saw. Do you know what a band saw is? It's about 2½ ft. wide, 3½ ft. tall. But I need space for my boxes. Behind me a man sprayed plates, so grease fell on me from the air holes. The woman in front of me sprayed me with water. Then they call me a crab!

"They're just a bunch of germans. They even speak German. Did you know they caught 15 spies in one office? Why, they even said one day that President Roosevelt was a Jew. I told them they should look up his pedigree!"

"Then they moved us to a place in a damp cellar, where there were concrete floors. That's hard on a women's feet and legs. The nurses told us it wouldn't harm us, but I knew it wasn't healthy."

"Now, can you blame me for quitting.? They wouldn't give me a release." Agent then told worker she could get a release after two months, so worker she could get a release after two months, so work said, "I'll get one. But I'm not going back to the Bosch! I work to win this war- I had two brothers in the last war and I know what suffering is, and I don't want to work at a place where I'm not treated fairly. Be sure to put that in your report."

At this point, agent departed, leaving worker in the midst of grief as to the waste in the war effort.

241. Cook - Springfield Day Nursery. Nursery is supported by Community Chest. Children average 30 in number. Cost varies as to circumstances decided by case worker. $75 month;includes meals. Worker from Providence, R.I.

242. Private Catering. Worker makes complete arrangements for each job of catering. Worker especially likes "funeral parties." (50 and over) as to age. $40 month. Pay varies with each "job" but worker thought it would average $40 per month.

Negress

243. Saleslady- Youth Center Department Store. Husband interviewed as worker is on 2 weeks vacation. Earnings $21 week. Worker has 2 sons in college. Worker is employed and wishes to retain the position until two sons have finished college. Worker contributes entire som of earnings to sons, none in the household.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

247. Assembler - Baldwin-Duckworth Chain Co. Piece work rates too high. Recently have been lowering standards. Earnings $23 - $25 week. Rent from upstairs.

251. Shop checker (clerical) Springfield Armory. Worker commented that "6 grades in those days equaled high school now, so I manage." Worker believes that "work aids in mental development for one my age." (50 & over). The two daughters at home receive allotment from husbands. Earnings $29.30 week.

256. Clerk-Typist - Springfield Ordnance. Interviewed mother. Plus business school after high school education. Regular contribution $10 week to home, though mother did not know daughter's salary.

257. Cashier - Stewart Dress Shop. Until recently worker stayed at home, and helped Mother take care of house. However, other children are married (except two) so worker had to go out and get a job. Earnings $18 wk.

261. (Filer - bench). Walt Mfg. Co. Worker quit because of health. Work and housework was too much. Worker expects to continue work after "it isn't so hot any more." Earnings $22 week.

268. Negress Machine worker - Perkins Machine & Gear. Earnings $28 week. Worker had received maintenance from husband, but this was withdrawn when she filed suit for divorce.

270. Worker quit at armory because of health. She wishes to return to work soon-sales work. Earnings $25 week.

271. Production assistant - Springfield Armory. Earnings $26 week. $10 week in bonds. Worker wants to work - type of work matters little. Worker would gladly quit, tho, if some one really "needed" her job.

272. Inspector - Springfield Armory. Earnings $29 week. Husband is at Westover field, so is able to maintain residence with worker - even tho in the service. Worker from Houston, Texas.

276. Drill Press - Aircraft - American Bosch Company. Worker said that she only took job because she was needed for war work. Expects to stop work as soon as war job ends. Earnings $20 week. Receives rent from upstairs flat.

279. Machine operator - Armory Spfld. Ordnance. Earnings $26 weekly. Husband is ill and she must pay doctor bills. Pension from city for husband who is no longer working but has retired. Husband is war veteran and is now sick in the hospital.

280. Tester - Electric Meter - Sickle's Mfg. Benkelman, Nebraska. Earnings $24 weekly. Worker expects to work for year or two after husband's return - in order to get good financial start.

283. Tester - F. W. Sickle's. Worker is really an experienced supervisor of inspection, but due to recent failure in health worker is now tester - job so chosen, as it enables her to be seated while working. $22 wk. earnings. Worker and family (parents own home. Brother's family lives in other half of home, so there is rent income.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

288. Weaver - Holyoke Mills. Worker could speak little English, so husband told agent most of the details. Earnings $25 week. Worker from Chicopee, Mass. Worker bought home in Springfield, so has income of rent.

296. Waitress - Wonder Bar. Interviewed daughter and mother. Earns $16 wk. Is separated from husband and has to support five children. Has heart trouble so cannot do any strenuous work. Wife was separated from husband at time of Pearl Harbor. Also has two children, whom husband is supporting.

305. Cashier - A. & P. Food Market. Worker has a brother, 24 years old who was 4F in the draft. He disappeared from home four weeks ago and has not been heard of or seen since. Up until his disappearance, the mother of the worker had also been receiving money from him so the worker was only contributing $15. However, the mother told the agent that she has found it impossible to budget her household on that amount, so the worker has agreed that following a vacation which the worker will take in August, the entire weekly earnings will be contributed. Interviewed mother who doesn't know her earnings. Allotment $50 from husband.

311. Machine operator - Wico Electric Co. Is handicapped by hand injury from this kind of work. Was laid off for 10 weeks and got $10 a week during that time, as well as $120 compensation as set sum for loss of a finger. Earnings $23 week.

315. Making purses, bill folds, key cases - Buxton Leather Goods. Earnings $35 week. $5 week for child who boards. Worker's mother-by-adoption (tho, not legally) also boards two other children - one is in process of being adopted - but payments have been few in number. Worker is really responsible for the two children since their parents have not made regular contributions.

324. Punch-Press - Moore's Drop Forge. "The Pin-Up girl of Moore's Drop Forge." The worker was one of the first six women to be hired by her present employer. The worker admitted that although she has little education, she is very clever and quick to learn. According to the worker, she can operate any machine in the shop, she has the reputation of being the best woman-worker at the Forge, and as evidence of their respect for her, the union men have pleaded with her to take the office of vice-presidency in the union. However, the worker is hesitating because she fears that the responsibility of the job will be too much for her. She evades the thought of having to make speeches. Heretofore, she has had no interest in the union and said that few women at the forge know anything about unions, on their job. Worker's older children are in school and baby at a Nursery. Son who is 12 years old sells papers, but does not contribute money for the household. Worker is a widow, having 3 children.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

327. Dress-making. Worker was a French-Canadian who cpuldn't speak English very well so agent held a three way conversation with worker and neighbor. Earnings $15 weekly. Has to support brother who is ill. He was once a missionary, but is now relieved and lives in Canada. Rental of three rooms in same building to a tenant, additional income.

328. Machine-operator - Ludlow Mfg. Sales Co. Interviewed owner of house - landlady. Worker just came from Portugal. At time of war, she was in Europe. Earnings $30 weekly. Worker gives almost all of her pay to her father who rooms elsewhere. Keeps about $5 for herself weekly. However, the money she gives her father is not only for him, since he sends some of it to his family in Portugal.

361. Statistical worker - Hampden Co. Safety Council. Statistics of cars, for police records, etc. Earnings $26 week. Sisters own home - rent lower apartment (1st floor).

362. Clerk and Toll operator, New England Telephone & Telegraph Co. Sister interviewed. Worker lost finger so prefers clerical work, to that of toll operator. Earnings $20 week. Earnings $20 week.

365. Clerical work - Monarch Life Insurance Company. Going to college now at nights. Earnings $17 week.

366. Machine operator - Assinoff Mfg. Co. Attended school in Poland, about nine years ago and night school here for papers. Earns $22 wk.

367. Clerical - Sunshine Biscuit Company. Earnings $20 week. Social Security to brother and to one sister. Allotment from brother-in-law.

373. Receptionist - Hoffman Studio (Photography). Interviewed sister. Earnings $20 - $25 week. Father's small garden provides vegetables for sale and home use. Husband's allotment and allowance; brother-in-law - allotment.

374. Retouching - Hoffman Photography Studio. Besides 8th grade, took some additional schooling. Interviewed sister. Earnings $20 - $25 week. Worker from Northampton, Mass. Receives allotment from husband.

382. Rolling Radio Condensers for Navy-Rolling Machine. Worker from Benton, Illinois. Earnings $25 weekly. Saves husband's allotment. Has already bought car and furniture with money.

386. Inspector - Sickle's Mfg. Earnings $24 weekly. Worker from Jackson, Mich. Worker expects to be employed "for a while" so they can get a good financial start.

388. Various jobs - Bench work. Springfield Armory. Attended Trade School. Earns $21 weekly. Intends to marry Service man at conclusion of war. Then would prefer part-time work if any. Brother - 16 yrs. old will probably return to school in Fall.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

389. Assistant to doctor - Doctor's office. Neighbor interviewed. Earnings $20 week. Worker takes care of people over night on week-ends; then worker makes $10 night. Worker gets $15 week from husband for maintenance of child. Child at William Street Nursery.

391. Machine Operator - (Strayer Machine) Kellogg Envelope Co. Present job too tiresome. Wants to be shifted to bench work, even though bench work pays less. 10% bond deduction. Exact amount of earnings refused.

392. Negress Bench Work - Spfld. Armory. Worker complains of terrific heat, "Feels as if your flesh is cookin." Worker is a widow. Earns $28 weekly. Wants a 6 weeks rest. Doesn't sleep well. Is tired and nervous. Son has diabetis. Roomer $2 weekly.

395. Prepares salad, Highland Hotel. Never attended school either here or in Poland. Earnings $15.75 weekly. $5 weekly deduction for 2 meals served daily in hotel.

396. Negress Machine operator - Lathe - Springfield Armory. Ill for almost one year - arthritis. Earns $37 weekly. Worker from Atlanta, Georgia. One roomer - takes meals with worker, pays $5 weekly. Brother - vacation time worker. Returns to school in Fall.

405. Tester - Package Machinery Company. Interviewed mother. Eyes were bad so couldn't finish high school. Has been to night school since. Earnings $41 week. Mother has worked part-time for awhile, sews, does other things to help out.

419. Inspection - Springfield Armory. Nursing is too hard now, as it involves too much nervous strain and allows no free time. Worker referred to job in hospital as "nursing", but had no formal training for it, so agent believes it must have been "practical nursing." Worker was vague and would not clarify this point. Earnings $35 week. Worker very undecided about future. Likes pay of present job (although she complained that inspectors work as hard as piece-workers, who get more) but would like to take convalescants into her home as a regular job of home set up permitted(which is doesn't now).

424. Turret lathe - Chapman Valve Company. Earnings $37 - $45 week. Works nights (daughter home then.) Most of women of whom she knows are alternating work schedules with husbands, as there is no outside provision for care of children above the "little tots" stage in her part of city.

426. Office - Ordnance - Springfield Armory. Worker goes to college during regular term. Earnings $31.50 week. Worker from Northampton, Mass. Apparently these two allotments are sufficient to support mother in winter, as all the insurance, was used for last bills for workers' father's death and illness. Brother and sister - allotments.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

430. Inspection - Stevens Arms Company. Would like to keep light shop work but if that is not open, will go into housework. Earns $32.00 - $34.00 week.

440. Sells tickets - clerk - Boston & Maine R. R.Earnings $25 week. Husband and brother contribute to household - husband in service.

441. Sewer - Taylor & Bramley. Widow. Earnings $20 week.Worker received word that son was missing three weeks ago - today word was received that son was killed. Worker will now be recipient of insurance.

442. Solderer - Ordnance - American Bosch Co.Earns $29 weekly. Worker from Chicopee Falls, Mass. $20 contribution to household, weekly.

445. Solderer - Machinery - Sickle's, F.W. Earns $21.53 weekly. $15 contributed to household weekly. Worker will remain in present occupation after war, if pay is good. F. W. Sickles Co. employs about 2000 workers, but is not unionized by either of the larger unions. How ever, there is a "shop union" which the workers may join, if they wish to. According to the worker interviewed, the "shop union" is influenced to a great extent by the company, officials. She said that the officers of the union are those whom the company want.

The union has not done very much for the workers and yet the employees have made no attempt as far as the worker knows to join the C.I.O. or A.F.L. A typical act on the part of the company, was the firing of some employees with no advance notice at all. The worker also complained that when she was enployed, the company guaranteed a 48 hr. week, but that she has not been working steadily at all. She feels that one of the reasons there is no complaint about the irregularity of the working schedule, is because there are many married women in the plant, and if they are sent home early from work, they are able to go home and clean up their houses. For them, this work is temporary and they have little interest in unions or factory conditions.

446. Inspector - Steven's Arms Company. Worker was released by company, who promised her that she would be rehired "soon." Earnings $40 weekly. Worker refused information concerning her contributions to household.

447. Taper - Fiske Tire Company-U.S.Rubber. Left job for summer months because of children being out of school. Worker expects to return to work in September. Earnings $16 - $22 weekly. Worker from Williamsburg, Mass. Sister-in-law cared for children while worker had job. Additional income from two other houses, she rents.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

449. Drill Press Operator - Westinghouse. Worked before marriage. Worker complained that the company would not put her on another shift but forced her to remain on the night shift. According to her, many single girls who had never worked at Westinghouse before, began working on day shifts and yet she could not get that chance, even though she had been employed by Westinghouse before. She is considering giving up her job because she has to take care of her household.
The worker also objected to the company's method of paying workers on the third shift. An employee who works from 10 to 6.15 gets 10¢ an hour plus the regular hourly rate. However, if she works over the eight hours she does not continue to receive the added 10¢. The worker thought that the inconvenience of the third shift were not compensated for by the earnings she was receiving.
Earnings $52 weekly. Worker from Chicopee Falls, Mass.
Sister of worker cares for two children.

450. Leaf-girl - Consolidated Tobacco Farm. (14-17) age group. The worker's father said that the employees were very unfair toward the people who work for them. Last year when they were recruiting women they promised earnings of $4.50, at least, a day and the promises were not kept.
The father of the worker also accused the tobacco company of taking workers out to the farms and then firing them without providing any means for the workers to get back home. Young boys of 13 and 14 years old were stranded miles from home and had to hitch hike back into town.

451. Salvager - Fiske Tire Company - U. S. Rubber. Worker said that the company has maintained a very fair policy toward workers. The union is quite strong but relations toward the union and the company have been friendly. Earnings $30 weekly. $25 weekly contributed to household. Income from roomer. Worker is from Chicopee Falls, Mass.

455. Bench Work - Bander (Puts bands on stationery & envelopes) Father supplied information. No report on earnings. $7 weekly contributions to household. Mother receives allotment for son. (Worker's brother).

456. Typist-Stenographer. Father submitted information. On earnings, Father had no information. No report on earnings. Father requires that his children pay for the groceries. This is their only responsibility - grocery bills average $21 weekly. This makes worker's share $7 weekly.

457. Inspection - Ordnance - Armory-Watershops. (50 & over). No nurse's training is required for work in state hospitals. Interviewed daughter-in-law. Earnings $30 week. Formerly employed in hospital nursing. Contributes all to household.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

466. Sorting - Liberty Laundry. Worker even tho just 14 and thru 6th grade - refuses to return to school in the fall. Mother says family needs worker's earnings. Mother said that "of course, they get tired, lifting that heavy laundry, but it is good for them and develops their arms. It's better to have them working than on the streets."
Agent was quite sure that parents encourage girls to work, judging from attitude of mother. As she said, "Both are bigger than you, so why shouldn't they work?" Earnings $11.58 week.

467. Folding shirts - Liberty Laundry. Worker has been gainfully employed since she was 14 as family needs earnings. Worker is 15 now. Earnings $11.58 week.

470. Airplane Condenser-Solderer, American Bosch. Worker expects to continue "for a while after husband returns." Earnings $26 weekly. Husband is in Merchant Marine. Worker receives payments only when he is on a trip that lasts at least one month or more. Then she receives $84 monthly.

472. Mangle - Wells Laundry. Worker not strong. Doesn't know how long she can stand this job. Earnings $18 weekly - no bonds. Contributes all to household.

475. External Grinder (Machine Job) Perkins Machine & Gear Company. Earnings $22 weekly. Mother gives worker a weekly allowance of $6. Uncle receives old age pension. Gives worker's mother $7 weekly.

477. Die sinker training - Moore Drop Forge Company. Would "just as soon stay in present job" but if boys want job will go back to laundry. Earnings $26.00 week. Contributes $22 a week to household.

480. Machine Operator - Springfield Armory - Ordnance. Earnings $27 week. $5 weekly toward home of Uncle and Aunt. Worker from Ludlow, Mass.

481. Machine Operator - Perkins Machine & Gear Company. Earnings $30 - $36. The Girls' Club takes girls of all ages, from 10 a.m. to 9.00 p.m., gives them 2 meals and supervised recreation, all for 25¢ each a day. Mother or Girls' Club care for 3 children, of worker's.

482. Secretarial - Gilbert & Barker Company. Earnings $65 - $70 semi-monthly. Contributes all to household. Two sisters contribute towards rent for mother.

483. Packer - Diamond Match Company. Doesn't like it but can't do office work. Earns $21 week. $5 contribution to household. Worker from Quincy, Mass.

484. Selling - Forbes & Wallace Co. Earns $16 week. $5.00 weekly contributed to household. Worker fro, Quincy, Mass.

487. Bobbin-fastener - Bay State Thread Co. (50 & over) Husband has not been able to work for over a year and 1/2 and probably won't again. Previously daughter took deductions as head and main wage-earner of family, now this worker does so. There are 5 sons in the service, besides the children listed here. Earns $19 week. 2 sons allotments - $64.00.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

500. Inspector - Perkins Machine & Gear Company. Became ill and had to stop working. However, she expects to go back to work. Earnings $29 - $30 weekly.

545. Inspection of bombs - Westinghouse. Earnings $25 week. Although husband is in the Navy daughter says he sends nothing home, nor is there any kind of allotment. Worker has 4 children. Daughter cares for smaller children.

547. Runs envelope machine - Power's Paper Company. Worker was forced to work, so had to quit school. Worker said that girls "in my day had any more, "it wasn't necessary then." (50 and over) Earns $25 wk.

549. Receptionist-clerk - Y.W.C.A. Worker is able to sleep while on duty, (10p.m.-8 a.m.) but must answer all calls and is held responsible for such. Earnings $18 week.

552. Sewing Machine Operator - Asinoff's Mfg. Co. This worker was listening to convention (Democratic) when agent arrived. She volunteered that she was voting for Roosevelt.(not for the man or principles) but because she thought she should have to work harder under Dewey. Earnings $33 - $39 week.

553. Typist - clerk & mimeograph. Worker's family was interviewed in presence of worker as worker has speech impediment, combined with a condition of deafness. Earnings $17 week.

554. Sewing machine - Milton Bradley's. Worker's husband being a draft dodger is wanted by F.B.I. She has reported his whereabouts twice when they were known to her, now she does not know - "probably I would report him again. I think my mother-in-law knows, but she won't tell me where he is."

Worker is now 22 - her child is 5 and the husband is 27. When child was 2 years old, worker and husband went to California. There he abandoned them and returned to Mass. She worked her way - with the child - back to Mass. She has not lived with her husband since that time.

Worker's parents may move, if so, she will, also. She will return to Springfield after the war, tho as she thinks "it will be a boom town."

Residence of worker before Pearl Harbor was Brattleboro, Vermont.

Worker's husband had filed suit for divorce last year, but had no grounds - he could not produce any marks where he had charged that she hit him. In April, worker filed, but had to drop it-due to lack of funds. "I'll try again in the fall - it will be cheaper then."

558. Inspector - Ordnance - Springfield Armory. Worker is on sick leave because of a sprained ankle. Earnings $37 weekly. Wants to keep daughter in school but began working in the first place because of the higher cost of living.

559. Packer - Ordnance - Springfield Armory. Interviewed mother. The worker was the third girl hired by the Springfield Armory.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

559.(Cont'd.) Before the war she had been working in a factory making dolls clothes. After Pearl Harbor she decided that "she was not doing anybody any good" (quoting the Mother) so she left her job and got war work at the Armory. At the time of her employment the Armory was most particular about hiring women and subjected worker to a series of examinations including a civil service examination. Now, the situation has changed and women seeking work need only the physical. Earnings $29 weekly.

563. Clerical - Brigham's Dept. Store. Going back to school next year and plans on college after that. Earnings $18 week. (14-17) age group.

572. Pricer - Comptometer Operator - H. E. Shaw Tobacco Co. Worker contemplating joining the WAVES. Earnings $22 weekly.Earnings $22 weekly. $8 weekly to household.

573. Addressograph Operator - Van Norman Co. Intend to marry Service man but will continue to work. Earnings $20 weekly. No bonds. $8 weekly contributed to household.

574. Drilling Machine Operator - Cheney-Bigelow Wire Works. Educated in Ireland. (50 & over) age group.Earnings $30 weekly. Contributes all to household. One daughter receives allotment for herself and baby. Daughter's husband in Service.

575. Secretary-Steno.-Typist - Western Auto Sales Warehouse. Earnings $18 weekly. $8 contributed to household. Intends to marry Service man at conclusion of war, but plans to continue working.

576. Cleaning - Matron in Rest Room, New England Telephone & Telegraph Co. No schooling in Poland. Night School in United States for 4 years - 2 nights weekly and was never absent. Earnings $14.99 weekly. "Will never quit. I will work as long as I'm able. I always like to have my own dollar. (45-49) age group.

578. Counter-girl - Roxy Lunch. This interview was obtained in "general conversation over counter", so to speak. Age 18. Earnings $18 week plus meals while on duty and the uniforms. Worker said "most of the family is married, or in the army."

579. Weaving Dept. - Chicopee Manoy Co. Earnings $23 week. Worker has always wanted to do either waitress or office work, but "supposes" she will continue in same type of work later as now, "I like it, so I guess I'll want the same occupation."

580. Stenographer and receptionist - Law office. Worker's mother was present during interview and seemed most eager for worker not to answer questions. Worker seemed cooperative, hesitated slightly - as tho about to refuse - when agent asked about earnings and contribution. Earnings $20 week.

581. Sewer - Underwear - Carter's Underwear Company. Worker said she was sewer but probably meant this from viewpoint of power machine operator,according to later conversation. Earns $22 weekly.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.	
582.	Owner and operator - Main Beauty Shoppe. Beauty culture school in addition, to high school 4 years. Divorced. Earnings $23-28 week.
586.	Lapping - American Bosch Company. The worker had at one time held a job at the Armory and when she decided to return to work this time she asked/at the armory. According to her, the jobs that were open offered comparatively small earnings so the worker took a job at American Bosch Company instead. This report does not warry out the story that the agent heard from a plant forelady during an inspection tour. According to the forelady workers make excellent earnings amounting up to $12 daily. Husband's allotment $120 monthly. Two children ages 2 - 5 are in a nursery school. Has a third baby whom she boards out. Earnings $30 weekly.
590.	Spinning Machine - Livingston Mills. Earnings $31.20 weekly. All contributed to household. Worker from Holyoke, Mass. Mother and father receive old age pensions each $12 every 2 weeks.
591.	Baker's Helper - Liberty Bakery Products. No schooling in Russia. Night School in United States. (50 & over) age group. Earnings $30 weekly. All contributed to household. Has some bonds. Mother and daughter reqeives allotment for worker's son-in-law.
592.	Nurse-Secretary - Dr. Beauchamp's M. D. In addition to High School, had 3 years at Nurse's Training School. Earnings $30 weekly. $12 weekly to household. One sister not working at present, plans to enter Convent August 7th.
593.	Clerk-Typing- Filing & Telephone. $18.95 weekly. Earnings $12 weekly.
594.	Mangle & Folder - Mercy Hospital (Sisters of Providence). Educated in Ireland. Earnings $16.50 weekly. No bonds. Contributed all to household.
603.	Glazing - Pal Cutlery Shop. Earnings $25 weekly. Would like to stop work but needs the money. Will probably work until children finish high school. Son working for summer vacation. Smaller children cared for by 15 year old daughter during summer vacation.
604.	Prepares Thread for Winding Machine - Berkshire Fine Spinning Associates. Divorced. Present work does not agree with worker. Wants to work out doors or in a job where she can meet people. Earnings $21.85 weekly. Divorced husband sends $15 weekly; 13 year old son working on Tobacco farm - commutes daily. Receives $27 weekly. Gives mother $20 weekly. Will return to school in Fall. Worker has 4 children - ages 10 -15.
610.	Cook and Waitress - Franco Cafe & Restaurant. Divorced. Mother and brother supplied information. Mother and brother did not know exact amount of earnings - thought "around $20 or a little more." Earns $10 weekly. Worker from Holyoke, Mass. Worker's brother deformed and crippled.
611.	Spinner-Spinning Machine-Berkshire Fine Spinning Association. Widow. Earns $27 weekly. Contributes all to household, but $2 Wk. bond deduction.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

619. Stamping Combs - Machine - Phrophylactic Brush Co. Two shifts change every week. 6 a.m. - 2 p.m.) 6 day week
2 p.m.-11 p.m.) 5 day week plus 5 hours on Sat.9 a.m.-Noon. Earnings (average) weekly $33. If she feels well she wants to work even after the war. "A good chance to save money before another depression comes - but my husband is kicking all the time." But worker really likes to work. Tries to save $20 weekly. Age (50 & over).

620. Bench work - Compana Co. Earnings $39 weekly. $7 weekly to household. Worker's sister receives allotment for herself and baby. Husband of sister in Service.

621. 2 Shifts - change every week. (Production Line -International Silver Co.)
3-11 p.m.)
7 a.m.-3 p.m.)
11 p.m. - 7 a.m. Shift dropped for summer on account of heat. Earnings $41 weekly. Daughter receives allotment for herself and baby.

624. Assembler & Solderer - Westinghouse Electric Co. Separated.Earns $35 - $40 weekly. All to household. Worker's husband left her $500 in debt. He left household in January 1942. Worker has paid this bill and also hospitalisation for daughter's appendicitis operation - $200. Supposed to receive $10 weekly from husband, but he is very irregular in payments. So worker, can't count on any assistance. Son is enlisting in Service. No one looks after child 10 - 13, Neighbor on first floor, if any emergency arises.

633. Sewing - Tobacco Farm. Earnings $27 weekly. $10 weekly to household. No deduction for taxes. Takes nothing out for taxes but pays in large sum. In the summer worker is employed on the farm, but in the winter she takes jobs in factories. Income from a boarder.

636. Inspector - H. C. Spaulding Co. Interviewed mother. Worker took leave of absence to join her husband who is at an army camp. However, she expects to return to work in a few months. Worker from Chicopee, Mass. Earnings $32.68 weekly.

637. Comptometer Operator - Fiske Rubber Co. Interviewed mother. Earns $110 monthly before deductions. Mother doesn't know what earnings are after taxes, bonds, etc. are taken out. Worker from Chicopee, Mass.

653. Cutting with machine - Lyman Company. Attended school 2 years here for papers. Was ill off and on and bringing up a family, or would have worked before Pearl Harbor. Earnings $20 - $23 week. Worker has no bond deduction - husband has them.

655. Bench handwork. Universal Jewelry Case Co. Earns $6 week. In summer husband and older daughter, in the winter older son, comes home from school, to take care of younger ones. Has five children. Hrs.7.15-12.

657. Tire builder - Fisk Rubber Co. Husband was present during interview and was much interested in the survey. He commented that he would rather his wife do "that sort of work" than factory work. Family from N.Y.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

659. Cuts - Cutting Dept. - John R. Lyman. Daughter interviewed. Worker was educated in Portugal - worker has been here in U.S. only 18 years. From Chicopee, Mass. Earnings $28 week.

660. Sewing Tobacco - Consolidated Tobacco Farm. 20 pr. of leaves = 1 lathe 50 lathes = 1 bundle, each bundle is worth 85¢. It usually takes 1 hr. 5 minutes to sew a bundle. Earnings $25 week, though varies, as tobacco workers do not work when it rains.

661. Sewing - Bliss Undergarment. Sister interviewed - commented several times during interview, "Don't you know Irene? She is the one who went with Papa to Portugal before the war." Worker from Chicopee, Mass. Earnings $28 week.

664. Bench work - Springfield Armory. Earns $5.74 day. Worker (50 & over) is from Chicopee, Mass. Worker has 3 sons in service - one in South Pacific (Navy), another in Florida (Army), another in Leeds Hospital for Veterans (nerves). Worker banks their allotments.

672. Boromatic Machine Operator - Gilbert & Barker. Worker plans to be married next week but this will not influence her "to stop work, Gee, I like to work." Earnings $30 week. $15 week to household.

673. Sales girl - Kresge's 5 & 10¢ Store. Sister interviewed. Earns $18 wk. $11 week contributed to household.

674. Counter girl - Walgreen's Drug Store. Sister called worker, so agent conducted interviewed via telephone. Earns $20 week. $12 week contributed toward household.

675. Machine Worker - Perkin's Machine & Gear Company. Divorced. Earnings $26 week. $15 week contributed to household.

676. Machine Operator - Springfield Armory. Earnings $24 week. $20 week contributed to household. Child is worker's, altho worker has never been married. Worker plans marriage in future, but not to child's father. Worker was most cooperative in explaining the relationship of child to family - other members of family present remained silent, nodded their heads, and smiled broadly.

677. Inspector - Malone's Undergarments. The whole plant is closed this week as all are on vacation. Besides this week, worker received $14 vacation money. Worker (50 & over). Widow. Earns $20 week.

678. Bench worker - Springfield Armory. Earnings $30 week. All contributed to household. When husband is home he looks after 2 children.

679. Sewer - (takes worms off of leaves, also) Consolidated Tobacco Farm. The worker will return to school in fall, but mother was insistent that agent interview daughter as "she will be working full-time after the war." Earnings $27 week. $15 week contributed to household.

698. Machine worker - Sickles. Parents interviewed - none too cooperative, said they were Polish and "didn't understand, all English." Husband in Service. Earns $29 & $30 week. No allotment.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

694. Inspector - Steven's Arms. "Work was done so I was laid off." Worker desires to return to work in fall - hesitates to look now because of that. Earns $35 week. From Chicopee, Mass. Worker (50 & over) age group.

696. Clerk - Hampden Co. Registry of Deeds. Earnings $105 monthly. Mother is invalid, so worker must continue to be earner. Brother is planning to marry, so "I'll have to support Mom and me with no other help."

697. Put wires on machine. Springfield Tinsel Shop. At Spalding's - worker could not do work; then to Bobbin Shop - was laid off; then to Tinsel Shop - was laid off. Now worker is on relief. Worker wants to place child in a school, "he can't allowed in these schools any more." Worker implied that she was laid off at various plants because of worry over child. "The 14-year old can take care of himself, but that 12-year old is a problem."
Worker desires work and soon, but was most emphatic that son must be placed in a school first.
The agent ventures at this point, that the family could well be mentally unbalanced. Divorced from husband. Earnings $16 week. All to household.

698. Carries Latts - Tobacco Farm. Worker gave information very reluctantly, as Mother reprimanded her (in Polish) for talking to the agent. Earns $20 weekly. From Chicopee, Mass. Contributes $15 weekly to household. Family has income from rentals.

711. Inspector - Perkin's Machine & Gear Company. Earnings $32 weekly. All except $2 weekly bond deduction, to household. Worker very enthusiastic about her work. Is bright, alert, and was very pleasant with agent. Says she never wants "to dressmake again" - fussing around with all those women who never know what they want." This way - your work is exacting - but you know what is expected of you - and you do it - and your day has a beginning and ending whereas in dressmaking, they come in at all hours - and are always at you to hurry it up. Worker's husband receives $12 monthly pension.

712. Clerk & Stock Chaser - American Bosch Company. Earnings $30 weekly, $12 weekly, contributed to household, approximate - mother not positive of exact amount. Worker's son in Boy Club Camp for Summer. Brother, summer vacation worker. Returns to school in Fall. Divorced.

713. General Assembler & Solderer - Ordnance - Westinghouse Electric Corp.(50's & over) age group. Worker really quite remarkable. Had immaculately clean and attractive apartment. She herself, was vigorous, neatly dressed, cooperative and seemed to take pride in her job, home and the accomplishments of her children. Showed agent picture of 2 handsome sons in Service and her grandchild. Has managed to support herself and children all these years, does a good job in the plant - manages her home well and raise her children decently. Nothing seems to have been neglected. Worker is a widow. Earns $37 - $39 weekly.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

718. Sorter - Greenberg's Factory. Remnants - Materials. No schooling here or in Russia. (50 & over) age group. Earnings $16 weekly. All to household. Worker's daughter receives allotment for her husband.

719. Saleslady - Levison's Millinery Store. Earnings $26 weekly. No contribution to household. Saves husband's allotment.

721. Operates machine - Springfield Armory. Had 3 years school over here, none in old country. Earnings $25 week. Contributes all to household. $.25 into bonds each week, more outside. Jusband's barber shop about breaks even, so they can't save anything else. They used to send money to relatives in Greece and may do so again, as soon as contact can be established and it is allowed. They have a son in the Army, and can't afford to help them just now.

722. Office work - Westinghouse Electric. Interviewed daughter. Besides 4 years High School, a few extra years of music and languages. Widow. Earnings $27 week. $13.00 weekly household contribution. Worker still maintains own music studio. Gives lessons two afternoons a week ($3 a lesson) and gets $300 a year for singing in church.

726. Census taker - Grolyer Publishing Co. Worker was very vague about just what she does; called it educational survey. Neighbor who tried the job for a couple of days says it like selling The Book of Knowledge. Worker goes house-to-house and "asks all kinds personal questions, especially about children's ages." Then tries to convince people her book (?) or product is as good for them, then as college. Worker moves about from city city; likes this job because she's her own boss as to hours and can be home when there is no-one to look after her child. Worker from Meriden, Connecticut. Earnings $125 mo. Worker has no idea about residence after war. Husband sends $5 weekly for son, per court ruling. Divorced. Landlady caring for child in Springfield. Differs greatly in different places.

727. Clerk-typist Govt. Spfld. Ordnance District. Worker does not like "civil-service set-up," so would consider job under private industry. Worker from Pittsfield, Mass. Earnings $48 semi-monthly.

728. Clerk-typist Govt. Springfield Ordnance District. Worker loves working for Government "but dislikes meager rating," after having spent money on a commercial education. Worker is from Nekoosa, Wisconsin. Earnings $54.95 semi-monthly.

734. Finance - Springfield National Bank. Earnings $14 weekly. No household contributions - $4.25 weekly bond deduction.

737. Librarian - Asst. Children's, Memorial Square Library. In addition to High School - attended Library School for approximately 2 years. Plans to marry, but will continue to work. Earnings $90 monthly, $50 monthly to household. No bonds deducted, buys them separately.

SCHEDULE NO.

740. Inspector - American Bosch Company. Mother supplied information. Trade School in addition to completing High School. Mother thought earnings were around $28 week, though not positive. $10 weekly to household. Plans to live in Altoona, Pa. after war. Worker's husband in Service contributes. Father works on- Boston-Maine Railroad. Home only on Sundays. Niece a summer vacation worker. Returns to school in Fall.

749. Inspector - Springfield Armory. Physical training reacher by profession. 3 years training for that. Earnings $27 week. All earnings contributed to household, besides $10 weekly in bonds.

753. Set-up work - Springfield Armory. Interviewed sister. Earns $40 -$50 week. Mother and son disagree and say worker will stop with war. Worker is saving to get married.

754. Milling - Springfield Armory. Has been ill often in winter, so is still on day rate at job which is usually piece work. In addition to one year high school, has had night school, for cooking and dress-making. Earns $33 week. All contributed to household. Boards sister's son. Still has large medical bills.

755. Filing, machine operation - Springfield Armory. Plus nine weeks blue print and specialist training since grade school. Continuous school 3 years 1 day a week. Earnings $25 week. $3 for nursery care weekly for child. Receives $8 weekly from husband for daughter per court ruling.

762. Machine operator - Asonoff Clothing Mfg. Earnings $45 weekly. Worker from Chicopee, Mass. Father has a dairy business which is run by his sons' since father has retired because of illness.

769. Assembler - Milton Bradley Company. Still attending school. Earnings $21.45 weekly. Is working now to help the war effort and to save money to go to Art school.

774. Inspector - American Bosch Company. Had to quit job at Sausage factory because she had a "standing-up job" and her legs bothered her. Earnings $31 - $32 weekly. Is getting married soon and wants to keep on working to buy furniture, etc. for her house. Worker from Chicopee, Mass.

775. Machine Operator - Ordnance - Springfield Armory. Interviewed Mother. Earnings $25.90 weekly. $15 contributed weekly to household. Brother contributes toward household.

777. Cook - School Cafeteria - Civil Service. Worker is on vacation during summer because of school being closed. Earnings $23.25 weekly. Worker has three children, who are in school. Son sends some money regularly but it is not an allotment.

780. Clerical - Springfield Armory - Ordnance. Husband has come back from abroad in the last few days, is posted nearby. Worker has found an apartment and they are going to move to own place soon. Worker earns $28 week. Receives husband's allotment. Contributes $10 weekly to household. Besides $6.25 each week for bonds; rest all goes.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

784. Clerical Department - cleaning of cars - New Haven Railroad. Has to have night work. Gets 2 - 3 hours sleep each day but says "it's all right." Earnings $26.00 week. Worker has two boarders. Bought house and is still paying for it. Worker has 3 children.

786. Broach Machine - Ordnance - Springfield Armory. Interviewed neighbor who lives downstairs in same house and who professed ignorance on dates. Buys bonds, neighbor thinks about 10% weekly. Earnings $20 - $30 weekly. $10 to household.

791. Machine Worker - Packard's Machinery. Divorced. Misss interviewed. Earnings $40 week. Family(other than worker) are not "really" relatives - family relationship as classified seems very logical classification for "they are sister (and husband) and cousins, altho they aren't <u>really.</u>"

793. Bookkeeper-Accountant - Moore's Drop Forge. Worker makes all estimates. Besides completing high school attended evening college (Bay Path) in addition. Earnings $25 - $30 week. Worker receives allotment from son. Maintenance from ex-husband.

796. Packer - Warehouse for jeep and army truck parts. Quit Bosch as "oil got me" was worker's comment. Earnings $24 - $30 week. Worker from St. Johnsbury, Vermont.

807. Inspector - Springfield Armory. Earnings $26 weekly. Worker's sister receives allotment for her husband. Worker's mother receives allotment for worker's brother. Father on pension - Park Department, $16.80 weekly.

808. Inspector - Springfield Armory. Earnings $23.55 weekly. No contributions to household. Worker has low blood pressure. Baby also ill with anemia. Needs special foods, medicines, and constant medical attention. Therefore, because of these heavy expenses worker's mother requires no board. Worker receives allotment for husband in service. Worker has 2 children, and her mother cares for them.

812. Doughnut Operator - Post Exchange Bake Shop. Two years Business School in addition to high school. Separated. Earnings $39 semi-monthly. About to join the WACS - would like to stay in WAC after war, expects to do some type of work as in Civilian life. From Holyoke, Mass. $10 weekly contributed to household.

813. Welder - Walsh Boiler Works. Separated. Loves her job. "It's exciting and the people are wonderful." Earnings $30 weekly. Daughter works on tobacco farm - commutes. Returns to school in Fall. Worker very alert, intelligent - is Vice President of Parent Teacher's Association. Had very unhappy marital life. Husband constant drunkard and abused children. Left him three times - but this is the last time. She will never take him back. Cried as she related story. Worker has two children.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

816. Inspection - Moore Drop Forge. Husband in Merchant Marine - now permanently disabled. Worker not satisfied. Present job too heavy and monotonous. Had Inspection Course at Trade School. Worker 42 lbs. over-weight, but if can reduce wants to enroll in WACS or WAVES. Present job very distasteful - dirty, hard, heavy work and monotonous but foreman wonderful to work for. Earnings $26 week, $8 to household wk.

817. Adding Machine operator - Massachusetts Mutual Life Insurance. Mother supplied information with reluctance. Fortunately worker's brother present. He would shout out the answers much to mother's obvious annoyance - while she hesitated and debated whether or not to tell. Earnings (approximation) $20 weekly. No contributions to household. Worker receives allotment from husband.

818. Typist-Clerk. Office. Mother did not know earnings of worker at Springfield Ordnance - Government. No contributions to household. Worker formerly employed at Massachusetts Mutual Life Insurance Co.

821. Freelance Secretary for College - Own Office. Hours vary greatly by season and whether or not clients are trying to meet publishers' deadlines. Above (48 hours) is a minimum. Earnings $20 - $25 week. Worker from Northampton, Mass. Proceeds from a house "which amount to very little more than the cost of its taxes and upkeep."

829. Punch Press Inspection - Dinsmore & Jaegers Company. Interviewed husband. Earnings $25 - $28 week. All earnings contributed to home. Worker from Northampton, Mass. Daughter is contributing now but expects to return to school; son gives a little to parents but earns very little as a soda-fountain clerk, according to father. Worker's sister takes care of child (6 - 9) age group.

830. Special nursing - Dickinson Hospital. Interviewed sister. High School education plus three years of nurse's training. Earnings $6 a day. Worker from Boston, Mass. Father has small pension. Occasionally sister contributes a little (or helps with housework so that worker may keep her job, sister lives in another part of town.)

833. Teacher - Instruction of Deaf Children. Much preparation and extra curricular work also. Earnings $75 month. Worker is very undecided about location after war; not an Easterner and will probably sometime go back to middle west. Additional income from rear apartment.

835. Housework - Smith College. Worker attended school in Ireland, which worker says corresponded to a year of high school. Earnings $10.50 wk. No contributions to household.

848. Matron - Mt. Holyoke College. Began working to "help out" the college which needed workers. Worked up until about three or four years ago. Had retired. Earnings $21.42 weekly.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

851. Dean's Office - Mt. Holyoke College. Husband is an officer in England. Worker is employed as professor of physiology during winter session. Worker was most "cooperative and readily answered every question with no hesitation. Worker does not appear as a typical American dean (flat-heeled shoes, severe style of dress), but is most charming and gracious in dress as well as manner. Worker came into registrar's office while agent was interviewing. Agent explained survey to her - thinking perhaps worker would be another secretary to interview. Worker asked agent to come into "my office and we shall talk. I am most interested in your survey." Thus the interview continued - when asked job, worker said "it's a title, rather than a job. A job is where your heart is and my heart is in my work in physiology." Agent then received a brief college lecture on physiology and a sketch of worker's life in Mid-West (from Wisconsin) - wherein worker relayed information for great part of interview. Earnings $3,000 a year. (These take-home earnings are for the combined salary of teacher in winter and dean of summer session.)Contribution from husband.

852. Janitress - Maintenance - Mt. Holyoke College. Irish education. Worker's supervisor commented that she was best worker at the college. Earnings $25 weekly. Worker from South Hadley, Mass. It is not that worker likes the type of work, but rather the security of working at the college appeals. The college provides vacation time, sick leave, pension system, etc.; therefore, majority of workers prefer lower wages (in comparison with factory wages) in return for sense of security gained.

853. Chief Operator (telephone) Mt. Holyoke College. Canadian education. Worker and 1 other woman work alternate shifts and usually arrange them for personal advantage - thus no regular hours.Earnings $25 week. Worker must work as she is sole support for herself and sick husband. "He has been in a home and may be forced to return any time - for a short while, of course, and that required a lot of money." Worker from South Hadley, Mass.

855. Secretary to Dean of residence. Worker was most cooperative and then proceeded to introduce agent to other staff members by saying "Do give your best and most honest answers, to this Government representative - and this is the best survey ever conducted by a Women's Group. Earning $1,900 year. Worker was quite definite about continuing to work."I'll be here after the war. The work is satisfactory and the atmosphere is most pleasant." Receives room and board at the college, $450 - $500 year.

857. Secy. in Dept. of Academic Administration, Registrar's Office,Mt. Holyoke,College. Wellsley College graduate. Worker started job several weeks before Pearl Harbor. Earnings $90 month. Father is retired from business. Agent believes father to be on "dividend" type of income rather than pension and that he still retains interest in business, but not active interest.

GENERAL COMMENTS OF WORKERS SPRINGFIELD, MASS.

SCHEDULE NO.

858. Comptroller's Office - Mt. Holyoke College. Worker began working for college in 1926, but did not continue steadily. She returned the last time in April 1945. Earnings $104 month. Maintains an apartment with a friend. No report of expenses.

860. Clerk - Mt. Holyoke College. Business school in addition to High School. Earnings $100 month. "My nephew contributes, but it is very little. But every bit does help these days when living costs are so high."

864. Janitress - Mt. Holyoke College. Worker answered all questions in a reluctant manner and volunteered no information voluntarily. Earnings $21 week. Contributes all to household.

866. Janitress - Mt. Holyoke College. Worker is only employed at College during summer when high school has vacation - otherwise she considers her job as cook in high school as her occupation. Earnings $25 week. Worker has 2 children. Children "board out" while worker is at work.

Rostwor Study - Wms.

LIST OF WOMEN REPORTING ON DESIRE TO CHANGE OCCUPATION - SPRINGFIELD - HOLYOKE

Code	Age	M S	Usual Job	Present Job	Job desired	Reason
63	25-29	S	Packing-dolls	Knitting-M.O.	Beautician	Present job difficult and tiring.
270	30-34	S	Sales	M.O.Ordnance	Own business	-
754	30-34	W	M.O.	Milling- "	Own tea room	Likes cooking better for health.
391	35-39	M	M. O.	M. O.	Bench work	Machines too tiring.
62	20-24	S	Looper	Insp.Westing-house	Former job	Likes looping and living in home town.
118	34	M	M. O.	Burr-M.O.	Hosiery mending	Present work too tiring.
290	35-39	S	M.O.Small arms	Same	M.O.Sport goods	Mfg. of Mach. more tiresome than of sporting goods.
652	14-17	S	S.M.O.Under-garments	Same	Finker machine	Too hard on eyes.
554	20-24	M	Lathe opr.	Sew. Opr.	Other factory	Not lathe operator - as cut badly three times.
397	20-24	S	Boring opr.	Lathe M.O.	Boring M.O.	Prefers boring - had experience.
724	14-17	S	Punch Press	Punch Press	Office	"It's better."
641	24	S	Pack. & Insp.	Polisher	Clerical	Won't be kept on present job.
755	25-29	M	L. O.	Filing M.O.	Blueprint	More complicated and interesting.
293	24	M	Tel. Opr.	Packing	Tel. Opr.	Trained as Tel. opr.
655	40-44	M	Bench work	Same	Office	More interesting.
742	20-24	S	Insp.Leather	Same	Office	Taking training - doesn't like shop work.
816	30-34	M	Braille Trans.	Insp.Airplane Parts	Braille work	Prefers it.
749	40-44	S	Massaging	Insp.Armory	Massage	Too hard, especially night shift.
457	50&0	M	Nursing	Insp.Armory	- - -	- - -
19	50&0	D	Sales	Filing M.O.	Child's nurse	Present job too strenuous.
1	20-24	D	Drill Op.Arm.	Drill Op.Arm.	Reporter Newspaper	Has studied journalism.
769	14-17	S	Assembler-fty.	Assembler-fty.	Comm. artist	Has talent.
372	20-24	S	Material Expr.	Internal Grindor.	Medicine	Preference.
268	30-34	D	Personnel	M. O.	Child guidance	Exp. in field.
490	45-49	W	M.R.Dom.Rubber	Sanding Rm.	Nursing	Likes nursing.
77	45-49	M	Waves wire	Wire M.O.	Sitting work	No report.
175	20	M	Factory M.O.	Carpenter	No Report	No report.
179	25-29	S	Insptr. M.O.	Factory M.O.	No report	Wages were cut.
201	24	S	Sewer M.O.	Factory M.O.	No report	It's very hot in the factory and is tiring.
211	45-49	M	No report	Polisher fcty.	No report	Work she is doing now is too heavy.
328	20-24	S	No report	M.O.-factory	No report	Not enough earnings.
424	50&0	M	No report	Lathe Op. "	No report	Finds work heavy now.
92	20-24	S	Ex.Dir.Colored Association	M.O. Armory	Labor Organizers Ed.	Future of Negroes lies in organized efforts, per unions.

CODE	Age	M S	Usual Job	Present Job	Job desired	Reason
171	45-49	M	Buttons-Creaser	M.O. Operator	Undecided.	"There won't be work anyway at the Armory."
705	40-44	M	Filing - M.O.	Armory M.O.	Undecided	Would like lighter work.
460	20-24	S	Mach. Tools-Polish.	Polishing M. Tools	Dress Shop	Dress Shop is pleasanter work.
246	25-29	S	Grinder	Armory-Grinder	Manicurist.	Has had training for that work.
216	18	S	Waitress	M.O. Armory	No report	Work is so tiring, can't even sleep at night.
30	45-49	W	Bath Attendant Public Schools	M.O. Armory	Bath attendant	Likes her former job better.
804	35-39	D	Practical Nursing	Machine Winder	Nursing or farm.	Factory work too monotonous and confining.
515	25-29	M	Domestic Cook	Cementing Wires Rubber	Domestic cook	Prefers this type of work.
506	20-24	S	Lathe M.O.Shop	M.O.Machine Shop	Cook	Worker has had experience as cook.
226	17	S	Sewing-Slip-cutter	Benchwork-Armory	Nothing special	Work is tiring.
169	14-17	S	None	Bench worker "	Worker has not decided.	Work is too hard, no future in it.
259	20	S	No report	" " factory	Hair dressing	Not much future in work.
867	20-24	S	Five & Ten.	Insp.Factory-Forge	Sales - Nothing special	No report.
198	50&0	M	Housework	Inspector Armory	Housework	Present work too hard.
383	30-34	S	Insp.Factory	" Factory	Saleslady	Quiet - easier work. Factory too noisy, dirty, monotonous.
788	50&0	W	No report	Stock room -Harvey.	Undecided	This kind is more for men.
667	25-29	S	Instructor-golf balls.	Instr.Spaldings.	Stamping golf balls	No report.
646	14-17	S	None	Golf balls-retreads.	Undecided	No report.
222	50&0	W	No report	Washes chickens-foty.	Factory work	Where she can sit said "standing hurts my feet."
450	14-17	S	None	Leaf girl-Tobacco farm.	M.Work-factory.	Factory work, hours are shorter, work more steady.
698	14-17	S	None, in school	Carries latts-Tobacco".	Factory	Factory work is a year-around job.
690	14-17	S	None, in school	Helper, Tobacco farm.	Undecided	No report.
679	14	S	None, in school	Sewer, Tobacco "	Undecided	Worker dislikes present job.
660	14-17	S	None, in school	Sewing, tobacco "	Office work	Worker is training to do such work.
633	18	S	M.O. factory	Sewing-tobacco farm.	Factory work	Tobacco job - seasonal.
249	14-17	S	None, in school	Machine Operator Dress Shop	Undecided	No report.
393	35-39	M	Stock clerk	Dress Shop-Stock Clk.	Receptionist-cashier	Materials and cloths irritate present asthmatic condition.
124	35-39	M	Saleslady-Store	Clerical-factory	No report	No report.
300	18-19	S	Stenographer	Stenographer	Nursing	No report.
365	20-24	S	Armory Milling	M.O. Clerical-Ins.Co.	Nursing	Wants "a profession rather than just a job."
426	18-19	S	None-in school	Armory Office	Job using mathmatics	Is now majoring in mathmatics.
563	14-17	S	None-in school	Clerical - Store	Teaching	Better chance for advancement.
543	35-39	S	Secy.Law Office	Secy.Law Office	Concert - Music	Has been studying for long time.

CODE	Age	M.Usual S.Job	Present Job	Job desired	Reason
115	14-17	S None,too young.	Clerical work,mfg.	Nursing	Desires to enter nurse's training in September.
565	30-34	S Assembling,Bag Co.	Clerical - Electrical.Assemb.	Pocketbooks	Is now replacing man.
484	14-17	S None,too young.	Sales - Store	Office work	Doesn't like selling nor standing all day.
294	20-24	M Hairdressing	M.O.Paper Products	Hair dresser	Has had that training and experience
340	18-19	S Tel. Opr.	Tel. Opr.	Office work	Would like better pay and chance for advancement.
768	25-29	S Inspector Airplane.	Photo Lab. Techn.	Own photograph shop	No report
557	18-19	S M.O. Armory	Tagging-Laundry	Undecided	Depends on college major.
834	18-19	S No report	Head Counselor,Camp Hodgkins,Summer " for Girls.	Personnel work	No report. Worker expects to finish college,sister reports.
425	50&0	M No report	Mangling-Laundry	Store work	Too hot to work in laundry.
466	14	S None,too young	Sorting-Laundry	Undecided	No report.
472	35-39	S Domestic	Mangle-Laundry	Wrapper-in store	Will seek work less physically strenuous.
667	18	S Folding shirts Laundry	Folding shirts Laundry	Some trade	No report
269	18-19	S M.O. Armory	Checker-Cleaners	Physical education instructor.	Interested in athletics.
206	14-17	S None,too young	Marking-Dye Works	Clerical work	Had training in this line.
103	50&0	S Silk Mills,Mill Worker	Mangler-Laundry	No preference	Too difficult - hours are long, pay is small.
523	40-44	M (Sep).Laundry	Presser Mch.Ldry.	Factory work	Lighter and easier.
215	18	S Theater-Cashier	Sales girl-Candy Co.	Nothing special	Didn't like the girls.
743	14-17	S None,too young in school.	Sales-Bakery Co.	Undecided	School.
707	18-19	S None,in school	Selling-Drug Store	Undecided	School.
73	50&0	M Cleaning R.R.Sta.	Cleaning R.R.Sta,	Lighter work	Sitting down work if possible.
866	35-39	M High School Cook	Janitoress-Mt. Holyoke College	Cook	This job of cook (civil service) is considered by worker to be her occupation.
241	40-44	S Salvation Army Wkr.	Cook-Spfld.Day Nursery	Care of children	Personal preference.
851	34	M Teaching-College.	Dean	Teaching and research	N. R.
839	25-29	S Secy.College	Asst.to Director	Red Cross work.	N. R.
833	50 & 0	M Teacher-Deaf	Teacher-Deaf	Personnel work	Feels a change would be very good.
744	14-17	S None,too young.	Record player-Hotel	Nursing	Trying to become a cadet.
34	50&0	S Waitress-High School.	Child care center.	No report.	General office,clerking,rather than physically heavy work.
182	30-34	M Elevator operator	Maid- Inn(Negress)	Elevator operator	No report.
202	14-17	S No report	Waitress-Drug Store	Hair dressing	Likes beautician work much better.

[PRESENTED AT MEETING, 2-5-1945 INDIANAPOLIS]

Table 1.--Changes in Woman Employment in Massachusetts Firms Reporting to the U.S. Employment Service, July 1942 - March 1944

Item	Manufacturing			All reporting industries
	July 1942 1/	September 1942 2/	July 1943 1/	March 1944 3/
Total employment	4/ 533,000	551,858	638,727	716,992
Woman employment	4/ 149,000	161,246	4/ 225,000	270,367
Number of establishments reporting	606	564	606	798

For footnotes, see Table 2.

Table 2.--Changes in Proportion of Women in Mass. in Firms Reporting to the U.S. Employment Service, July 1942 - March 1944

Item	Manufacturing			All reporting industries 3/	Difference in percentage March 1944 compared to July 1942	Percent change in number of women employed July 1943 compared to July 1942
	July 1942 1/	September 1942 2/	July 1943 1/			
All industries	27.9	29.2	35.2	37.7	-	51.6
Selected manufacturing industries:						
Apparel	74.9	75.7	76.7	77.4	2.5	- 9.2
Rubber products	40.5	52.1	53.2	53.5	13.0	69.5
Electrical machinery and equipment	32.8	34.0	48.8	48.9	16.1	110.1
Leather and leather products	38.7	40.0	43.9	46.8	8.1	- 2.0
Textile mills	40.2	42.8	45.1	45.0	4.8	1.0
Paper and paper prod.	32.7	(5/)	36.7	35.8	3.1	12.5
Ordnance	18.5	24.1	32.7	34.3	15.8	127.3
Machinery	15.1	12.0	26.0	25.8	10.7	90.3
Iron and steel	11.6	19.2	22.4	25.3	13.7	106.6
Transportation equip.	6.7	(5/)	15.2	(5/)	-	282.0
Shipbuilding	(5/)	6.3	(5/)	12.7	6.4	-

1/ U.S. Employment Service for Massachusetts and Massachusetts Division of Employment Security. Joint Quarterly Statistical Bulletin, April-June, 1943.

2/ U.S. Employment Service for Massachusetts and Massachusetts Division of Employment Security. Joint Quarterly Statistical Bulletin, July-September 1942. Women in Industry.

3/ U.S. Employment Service for Massachusetts and Massachusetts Division of Employment Security. Joint Quarterly Statistical Bulletin, January-March, 1944. Employment Trends, Expansion Demand. Female Employment.

4/ Estimated on the basis of other data given.

5/ Not available.

Table 3. Employment Peak for Selected Massachusetts Industries 1/

Date of peak employment	Industries
1940	Food
1941	Nonmanufacturing, textile mill products, leather, apparel, furniture.
1942	Nonelectrical machinery
1943	Ordnance, iron and steel, nonferrous metals, chemicals, transportation equipment.

1/ Fine, Verna R. Employment Changes in Relation to the Post-War Situation. Monthly Labor Review, October 1944, p. 740.

JMH
EK

NFH

MASSACHUSETTS

Governor Tobin (D)

Legislature (R)

Commissioner of Labor and Industry, James T. Moriarty

Division of Minimum Wage, Director, Mrs. Hattie Smith

Estimated Impact of Demobilization

	(in thousands)
Demobilized persons	
Manufacturing	228.8
Total (incl. armed forces)	492.8

	1944 Employment (in thousands)	Gross Disemployment (in thousands)	
		Munitions and government	Total (including armed forces)
Boston	754.4	84.6	97.0
Springfield	174.6	20.6	23.3
*New Bedford	62.7	5.9	6.0

* In Group I, War Manpower Commission, November 1, 1944.

BLS Data

November 1944 - Reporting Establishments 1/	Number of establishments	Women: Number employed	Women: Percent of all employed	Women: Total separation	Women: Layoffs
Boston-Quincy-Hingham	181	66,648	30.6	6.4	.4
Springfield-Holyoke-Northampton	85	29,773	38.2	5.7	.7
New Bedford	27	14,442	51.0	3.8	.1

1/ Over 75 percent of the employment in all manufacturing industries and over 90 percent of the total employment in the munitions industries are reported.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

MASSACHUSETTS: LIST OF INDUSTRIAL PLANTS AND PLANT SITES TO BE DISPOSED OF BY DEFENSE PLANT CORPORATION

Boston Area

Wrentham Products Co., Wrentham, (12,000 sq. ft.) Airplane parts (stud bolts)
General Alloys Co., Boston (12,100 sq. ft.) Capable of doing forming and producing machinery and parts from raw materials.
Wrentham Products Co., Wrentham (22,000 sq. ft.) Ground thread taps.
Raytheon Production Corporation, Newton (22,000 sq. ft.) Radio equipment.
Meisel Press Mfg. Co., Boston (30,000 sq. ft.) Supplemental facilities for manufacture of airplane gears.
Clifford Manufacturing Co., Waltham (68,800 sq. ft.) Aluminum aircraft radiator tubing.
General Electric Co., West Lynn (68,800 sq. ft.) Manufacture and assembly of radios, receivers, and parts.
General Electric Co., No. 25, West Lynn (143,700 sq. ft.)
General Electric Co., Everett (271,500 sq. ft.) May be adapted for doing metal forming, machining, heat treating, and producing machinery, tools, and parts.
General Electric Co., West Lynn (464,900 sq. ft.)

Springfield-Holyoke-Northampton Area

Wico Electric Co., W. Springfield (7,000 sq. ft.)
Springfield Bronze & Aluminum Co., Springfield (186,800 sq. ft.) Magnesium castings.
Cardanic Corporation, East Hampton (473,100 sq. ft.)

Worcester Area

Wyman-Gordon Co., Worcester (35,000 sq. ft.) Airplane engine parts.
Reed-Prentice Corporation, Worcester (50,000 sq. ft.) Machine tools.

Fitchburg Area

Fitchburg Engineering Corporation, Fitchburg (23,500 sq. ft.) Capable of producing large and small machine tools, machinery and parts.
E. I. du Pont de Nemours & Co., Leominster (29,400 sq. ft.)
General Electric Co., No. 14, Fitchburg (249,000 sq. ft.) Capable of manufacturing engines and turbins of other types of machinery, machine tools and parts, machining.

Plants and Plant Sites Owned by the War Department

Lowell Ordnance Plant, Lowell, Mass. Acres: 154; Buildings: 784,576 sq. ft.
Pilgrim Ordnance Works, Hanover, Mass., National Fireworks Co. Principal Product: Ground magnesium powder; Acres: 214.
Sommerville Test Track, Sommerville, Mass., Ford Motor Co. Principal Product: Testing universal carrier T-16; Acres: 367; Buildings: 10,292 sq. ft.

Source: Advance Listing of Industrial Plants and Plant Sites to be disposed of by Defense Plant Corporation. October 14, 1944. Washington, U.S. Government Printing Office, 1944.

JMH
1/45

US also at

Neponset shipbuilding 1543

Worcester mch tools & 1947
cotton mch 1943

Watertown gunn 1942

Hudson mch tools 1942

Worcester - good employers when town -

Area Statements, November 1944
War Manpower Commission

RSA

MASSACHUSETTS

BOSTON AREA
(Includes Cambridge, Chelsea, Malden, Medford, Newton, Somerville, Quincy, Waltham, Woburn)

Major Industries: Ship construction and repair; electrical machinery and equipment (radar and radio parts, electric switches, and controls); iron and steel products (castings, valves, and pipe fittings, screw machine products); rubber products (life rafts, de-icers, footwear); ordnance (guns, parts, small arms ammunition); non-electrical machinery (machine parts and tools); aircraft parts (motor parts, superchargers, pumps); U. S. Government establishments (Port of Embarkation, Quartermaster Depot); food processing; apparel; leather (shoes, belts); chemicals; transportation (railways and bus lines); wholesale and retail trade; State Government. The area before the war was predominantly a trade and service center and these activities are still a major part of the economy. Pre-war civilian manufacturing industries, now converted to war production, are: electrical machinery and equipment, shipbuilding and repair, iron and steel and products, non-ferrous metals, rubber products, automobiles and automobile equipment.

Employment Prospects: Very good for production workers, both male and female, of all skill grades since war production is expected to expand. There have been relatively few contract cutbacks in this area. Job opportunities for newcomers to the area are currently excellent since the local labor supply is seriously depleted. There is little possibility that the majority of war industries will continue at their present employment level in the peacetime conversion period. Electrical machinery and equipment may offer greater opportunities than previously, since scientific research and development in radar have increased the potentialities of this product. The shipbuilding, aircraft, and ordnance industries have expanded far beyond their pre-war levels and it is not likely that current employment levels can be maintained after the war. Veterans' preference in city and State Civil Service examinations is restricted to residents of these districts.

Jobs Immediately Available: The most urgent demand is for male workers in the foundries and shipyards. In spite of the established employment ceiling program affecting male employees, excluding discharged veterans who may choose their own jobs, the demand for men has been increasing. There are opportunities for skilled, semiskilled, and unskilled classifications in all industries. The shipbuilding industry has set its demands almost exclusively for shipfitters and shipfitters helpers, welders, machinists, and pipe fitters. There is also demand for unskilled trainees. Hospitals continue to have particularly urgent needs for male and female help.

WB.

Cont'd

BOSTON AREA Cont'd)

Major Firms: Bethlehem Steel Co. shipyards at Quincy, Hingham, East Boston; Boston Navy Yard; Raytheon Mfg. Co.; Hood Rubber Co.; H. B. Badger Co.; Submarine Signal Co.; Gillette Safety Razor Co.; General Electric Co.

UB visited 1943 (March) for shipbuilding

Area Statements, November 1944
War Manpower Commission

MASSACHUSETTS

SPRINGFIELD AREA
(Includes Holyoke, Northampton, Chicopee, Westfield)

Major Industries: Ordnance (small arms, Garand rifles, parts); textiles (surgical gauze, cotton and woolen cloth); paper; apparel (men's, boy's, women's, and infants' clothing and underwear); non-ferrous metal products; aircraft equipment (engines, seats, fuel tanks); iron, steel, and products (forgings); transportation equipment (bicycles, motorcycles, parachutes); rubber products (tires, tubes); chemicals; machinery and machine tools (milling, boring, and grinding machines); electrical machinery (radar, radio parts, tubes, gyroscopes, compasses); U. S. Government establishments (quartermaster depots, ordnance district, airport, hospital); wholesale and retail trade.

Employment Prospects: Very good in major war industries, locally needed activities, and civilian production. Except for the ordnance industry and a few machine tool establishments, continued expansion in employment is anticipated by practically all industries in the area with critical shortages expressed for unskilled male and female workers. Prospects are very good for postwar employment since many local industries and establishments can convert with a minimum of delay to peacetime production.

Jobs Immediately Available: Skilled, semiskilled, and unskilled male workers are urgently needed by practically every major war industry in the area, particularly drop forging shops and foundries, tire manufacturers, chemical and metal trades establishments, paper and textile mills. Critical shortages exist for skilled and semiskilled machine operators in all the above listed industries.

Major Firms: Westinghouse Electric & Mfg. Co.; American Bosch Corp.; Pratt and Whitney Aircraft Co.; Worthington Pump and Machine Co.; Chapman Valve Mfg. Co.; Monsanto Chemical Co.; U. S. Rubber Co.; Springfield Armory.

WB visited
1942 (July) for guns.
1943 (April) for air depot
1944 (June) for Postwar

Area Statements, November 1944
War Manpower Commission

MASSACHUSETTS

NEW BEDFORD AREA
(Includes Fairhaven)

Major Industries: Textiles (cotton goods, yarn, tire cord, rayon); electrical machinery and equipment (capacitors); transportation equipment (life rafts, airplane fuel tanks, wooden boats); machinery (drills, reamers, hoisting equipment); iron and steel products (screws, tacks) non-ferrous metal products; rubber products; U. S. Government establishments (training camp, post exchange, air field); wholesale and retail trade.

Employment Prospects: Excellent in the electrical machinery, transportation equipment, and textile industries. Since local labor supplies are completely exhausted, good job opportunities exist for incoming workers. Both male and female production workers as well as male laborers are most urgently needed. Postwar employment prospects are fairly good since all major industries can convert to civilian production without delay and most of the war plants are converted peace-time establishments. Women are employed in substantial numbers in most industries. Wages are relatively low when compared with similar industrial areas.

Jobs Immediately Available: A wide variety of openings for skilled and unskilled textile workers, both male and female, exists in the dominating cotton textile industry. Manufacturers of electrical machinery and equipment are urgently in need of great numbers of inexperienced men and women as trainees. Workers are also required in all other industries.

Major Firms: Cornell-Dubilier Electric Co.; Firestone Cotton Mills; Aerovox Corp.; Hathaway Mfg. Co.; U. S. Rubber Co.; Goodyear Fabric Co.; Gosnold Mills; Revere Copper & Brass Co.; Morse Twist Drill & Machine Co.

WPB visited 1943 (March) for shipbuilding

Massachusetts W.B. Material

	no. plants	
Boston		
Shipbldg	1	3/43
Hingham - Shipbldg	1	3/43
Quincy - "	1	3/43
Chicopee Falls		
Air Depot	1	4/43
New Bedford		
Shipbldg	1	3/43
Neponset		
Shipbldg	1	3/43
Worcester		
Machine Tools	2	6/42 & 2/43
Community Notes.		
Springfield		
Guns	1	7/42
Ord. Dep.		6/44
Watertown		
Guns	1	6/42
Hudson		
Machine Tools	1	7/42

Women's Bureau
U. S. Department of Labor
Washington

Dec. 15, 1944

STATE LABOR LAWS FOR WOMEN

This outline shows in summary form the current labor laws applicable to women 18 years of age and over, together with the occupational coverage.

MASSACHUSETTS

Hours of Work

Daily - Maximum, 9 hours.
Weekly - Maximum, 48 hours.

Coverage - (Women; minors 16 and under 18). Factories, workshops, or any manufacturing, mechanical, or mercantile establishments (including premises used for a restaurant or for publicly providing and serving meals; premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel), hospital, telegraph office or telephone exchange (including a switchboard operator in a private exchange), express or transportation company, private club, office, letter shop, financial institution, laundry, hotel, manicuring or hairdressing establishment, motion-picture or any other place of amusement, garage, or as an elevator operator.

Exemptions - Persons employed in a supervisory capacity or serving exclusively as personal secretaries; professional personnel.

Variations - In manufacturing establishments and hotels where employment is determined by the department of labor and industries to be seasonal, 52 hours a week are allowed if average for year does not exceed 48 hours a week.

In extraordinary emergencies overtime is allowed in public service or other businesses requiring shifts. Department of labor must be notified.

Overtime may be permitted to make up time lost on a previous day of the same week, due to stoppage of machinery on which worker is dependent, provided stoppage is not less than 30 consecutive minutes. Department must be notified within 48 hours.

Commissioner may permit office workers to exceed daily (but not weekly) maximum.

In emergencies, hospital employees may work longer if commissioner authorizes such overtime.

See also Wartime Provisions.

Day of Rest.

(All employees). A 6-day week established in workshops or manufacturing, mechanical or mercantile establishments (including premises used for a restaurant or for publicly providing and serving meals; premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel); and for watchmen (including guards in banks); employees maintaining fires; elevator operators in establishments covered by law.

Exemptions - Manufacture or distribution of gas, electricity, milk, or water; hotels, drug stores, livery stables or garages; transportation of food, or sale or delivery of food by establishments other than restaurants; janitors; employees whose duties include no work on Sunday other than (1) setting sponges in bakeries, (2) caring for live animals, (3) caring for machinery; preparation, printing, publication, sale, or delivery of newspapers; farm or personal service.

Variations - Work on 7th day permitted if called for by an emergency that could not reasonably be anticipated.

See also Wartime Provisions.

Meal and Rest Periods.

No woman or child shall be employed more than 6 hours at one time without an interval of at least 45 minutes for a meal.

Coverage - (Women; minors under 18). Factory, workshop, mechanical or mercantile establishment (including premises used for a restaurant or for publicly providing and serving meals; premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel).

See also Wartime Provisions.

Exemptions - Iron works, glass works, paper mills, letterpress establishments, print works, bleaching work, dyeing works.

Variations - 6½ hours at any one time if such employment ends not later than 1 p.m. and the worker is dismissed for the day; 7½ hours at any one time if worker is allowed sufficient opportunity to eat lunch on duty and if such employment ends not later than 2 p.m. and worker is dismissed for the day.

Commissioner of labor and industries may exempt a factory or workshop from statute's meal period provisions if he determines that continuous nature of plant's processes or special circumstances affecting a plant warrant such dispensation. He must be satisfied that employees' health will not suffer.

See also Wartime Provisions.

Night Work.

(1) Prohibited between 10 p.m. and 6 a.m.

Coverage - (Females 16 and over). Manufacturing or mechanical establishments (including elevator operators).

Variations - Prohibited between 6 p.m. and 6 a.m. for females 16 and over in the manufacture of textile goods or leather. However, successive Acts of the legislature have authorized commissioner to suspend 6 p.m. closing time for women over 21 in textile manufacturing and such women may be employed until 10 p.m., by official permit, subject to restrictions and conditions prescribed by the commissioner.

(2) Prohibited between 10 p.m. and 6 a.m.

Coverage - (Girls between 16 and 21). Factories, workshops, manufacturing, mechanical, or mercantile establishments, barber shops, bootblack stands or establishments, pool or billiard rooms, stables elsewhere than on a farm, garages, brick or lumber yards, telephone exchanges, telegraph or messenger offices, places of amusement, or in the construction or repair of buildings, or in any contract or wage-earning industry carried on in tenement or other houses, or in any radio-broadcasting station except as talent.

Variations - Operators in regular service telephone exchanges may work until 11 p.m.

(3) (minors under 21). Employment prohibited from 10 p.m. to 5 a.m. as to messengers for telephone or messenger company except in delivery of messages directly connected with the publishing of a newspaper.

Plant Facilities

Seating.

Suitable seats shall be provided for women employees in manufacturing, mechanical or mercantile establishments (including premises used for a restaurant or for publicly providing and serving meals; premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel). Use of seats to be permitted when employee is not necessarily engaged in active duties of employment; also while employee is at work unless the work cannot be done in sitting positions.

Lunch Rooms - No law.

Dressing and Rest Rooms.

Separate lockers, closets, or other receptacles each with a lock and key must be provided for the use of employees in manufacturing or mercantile establishments (including premises used for a restaurant or for publicly providing and serving meals; premises used in connection with cleansing, dyeing, laundering, or pressing fabrics or wearing apparel) or hotel where nature of work requires employees to change clothing before beginning work.

In factories, shops, or mechanical establishments, medical or surgical chest or both, and in such establishments employing 100 or more persons, satisfactory accommodations for treatment of persons injured or taken ill on the premises, must be provided as required by the department. Also, suitable and sanitary facilities for heating or warming food to be consumed by employees must be provided.

In mercantile establishments employing 20 or more women or children, medical and surgical chest must be provided as required.

Toilet Rooms.

Suitable, adequate, and convenient water closets and washing facilities, separate for each sex (if 10 males and 10 females employed), and plainly designated, in convenient, readily accessible locations, must be provided in every industrial establishment; that is, factory, workshop, bakery, mechanical establishment, laundry, foundry, tenement house, workrooms, all other buildings or parts thereof where manufacturing is carried on; mercantile establishments (including restaurants and cleaning, dyeing, laundering or pressing establishments). Toilet seats are required in the ratio of at least 1 to 25 employees or fraction thereof, washing facilities 1 to every 30 persons.

Other Regulations

Weight Lifting and Other Conditions of Work.

Boxes, baskets, and other receptacles weighing with their contents 75 pounds or over, which are to be moved by female employees in any manufacturing or mechanical establishment, shall be provided with pulleys or casters connected with such boxes or other receptacles, so as to be moved easily from place to place in such establishments.

No female shall be permitted to lift any core or number of cores upon one plate, the total cubical contents of which exceeds one cubic foot, or the total weight of which, including plate, core box or boxes exceeds 25 pounds, unless assisted by mechanical appliances that limit her physical effort to 25 pounds.

No female shall be permitted to work on any core, the total cubical contents of which exceeds two cubic feet, or the total weight of which, including plate, core box or boxes, exceeds 60 pounds.

Conditions of work and regulation of construction in connection with core-making by female employees are governed by rules of the department of labor and industries.

See Wartime Provisions.

Prohibited Occupations.

No person shall employ a minor under 21 or permit him to work in, about, or in connection with any saloon or bar room where alcoholic liquors are sold.

See Wartime Provisions.

Industrial Home Work.

Law covers manufacturing in a home of materials or articles for an employer, to be returned to him for other than the personal use of himself or members of his family, but exempts organizations incorporated in the Commonwealth for educational or philanthropic purposes and home work performed under supervision of the division of the blind in the department of education. It prohibits manufacture, or delivery of material for manufacture, of: Tobacco; drugs and poisons; bandages and other sanitary goods; explosives, fireworks, and goods of like character.

Annual permit for employer is required; fee $50. Annual certificate issued free to employee; covers only work performed by applicant in his own home.

Home workers must be free from communicable disease and at least 16 years of age. Those under 18 years must obtain special permits.

Employer must keep prescribed records of home workers, work done, and wages paid each worker; also record of agents or contractors and of sources of material for home-work manufacture. Employer's name and address must appear on each package of articles or materials delivered for home work. Employer is responsible for all transportation costs.

All persons employed in home work must be paid rates equivalent to factory rates on the same type of work, and rates may not be less than the minimum established by the minimum wage commission. Home workers employed both in factory and home may not work more than 9 hours in one day or 48 hours in one week in both places. Homes must be inspected before home worker's first certificate issued, and at subsequent intervals. Certificates are non-transferable, being good for one location only.

Maternity Leave.

Employers in mercantile, manufacturing or mechanical establishments forbidden knowingly to employ a woman during two weeks before childbirth or the four weeks following.

Wartime Provisions

During continuance of present war with any foreign country, commissioner of labor and industries is authorized to suspend application or operation of provisions of the labor law or of any rule or regulation regulating, limiting, or prohibiting the employment of women or minors in such instances and for such periods of time as he deems necessary to supply any deficiency in manpower.

The authority conferred on the Governor for the war emergency period includes among other things powers related to (1) labor, business or work on Sundays or legal holidays, (2) suspension of the operation of any statute, rule, or regulation affecting employment if in his opinion such suspension is necessary to expedite the production, processing, or transportation of war materials.

Minimum Wage

Authority.

Commissioner of labor and industries issues order, based on recommendations of wage board as to minimum rates for occupation.

Coverage.

(1) Employees - Women; minors.

(2) Industries or Occupations - Any, except domestic service and farm labor.

Orders.

	Effective date
Electrical Equipment and Supplies (Mandatory)	Oct. 1, 1937
Boot and Shoe cut stock and findings	Oct. 1, 1937
Men's Clothing and Raincoat	Oct. 1, 1937
Men's Furnishings	Oct. 1, 1937
Brush	Oct. 1, 1937
Women's Clothing	Oct. 1, 1937
Corset	Oct. 1, 1937
Stationery Goods and Envelopes	Jan. 1, 1938
Toys, Games and Sporting Goods	Jan. 1, 1938
Women's and Children's Underwear, Neckwear, and Cotton Garment	July 1, 1938
Druggists' Preparations, Proprietary Medicines and Chemical Compounds	Nov. 1, 1938
Bread and Bakery Products (Mandatory)	Nov. 1, 1938
Pocketbook and Leather Goods (Mandatory)	Nov. 1, 1938
Paper Box (Mandatory)	Nov. 2, 1938
Millinery	Feb. 1, 1939
Canning and Preserving, etc. (Mandatory)	Mar. 2, 1939
Knit Goods (Mandatory)	June 2, 1939
Office and Other Building Cleaners (Mandatory)	Dec. 1, 1940
Jewelry, etc. (Mandatory)	Dec. 1, 1940
Office Workers (Mandatory)	Aug. 1, 1941
Restaurant and Hotel Restaurant (Mandatory)	Apr. 15, 1942
Candy - revised	Mar. 1, 1943
Beauty Culture - revised (Mandatory)	Apr. 1, 1943
Laundry and Dry Cleaning - revised	Feb. 1, 1944
Mercantile Occupation (Directory)	Oct. 20, 1944

Equal Pay

No law.